

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

Meeting Date:	Wednesday, April 9, 2025
Time:	5:30 p.m.
Location:	District Administration Building
Remote Viewing Access:	https://bit.ly/4iEh5vu
Remote Public Comment Sign-Up Form:	https://bit.ly/3dn9dyk
Interpretación al español estará disponible.	

AGENDA

1. **Call to Order** – 5:30 PM **GABE GALBRAITH**
2. **Pledge of Allegiance**
3. **Communications from Parents, Staff, and District Residents**
4. **Consent Items**
 Approval of Board Minutes
 A. Minutes of School Board Meeting March 26, 2025

 Human Resources Reports
 A. Personnel Actions – Certificated, Classified, and Extracurricular

 Business Office Items
 A. Budget Status Report Ending February 28, 2025
 B. Payroll and Vouchers Ending February 28, 2025
5. **Communications Follow-up**
6. **Superintendent/Board Member Report**
7. **Reports and Discussions**
 A. Annual Human Resources Report **DR. TOM BRILLHART**
8. **Unfinished Business**
 None
9. **New Business**
 None

10. Next Meeting Agenda

A. Study Session

1. Preliminary Levy Planning

B. Business Meeting

1. Preliminary Budget 2025-26
2. Online Learning Platform/Materials Recommendation
3. Artificial Intelligence Guidance
4. Digital Citizenship Learning Materials
5. Transportation – Annual Bus Purchase Plan

11. Executive Session (Approximately 30 minutes)

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

12. Other Business as Authorized by Law

13. Adjourn

KENNEWICK SCHOOL DISTRICT NO. 17
SCHOOL BOARD MEETING
Administration Building
March 26, 2025

M I N U T E S

MEMBERS PRESENT

Board Members: Gabe Galbraith, President of the Board; Micah Valentine, Vice President of the Board; Brittany Gledhill, Legislative Representative of the Board; Dr. Josh Miller, Board Member; Mike Connors, Board Member; Annie Maltos, Student Representative to the Board; and Dr. Traci Pierce, Superintendent and Secretary of the Board.

Student Representative-Elect: Diego Anguiano

Cabinet Members: Matt Scott, Assistant Superintendent of K-12 Education; Alyssa St. Hilaire, Assistant Superintendent of Teaching & Learning; Dr. Thomas Brillhart, Assistant Superintendent of Operations; Robyn Chastain, Executive Director of Communications and Public Relations; and Eric Veach, Executive Director of Information Technology.

Other Guest(s): Ryan Jones, Capital Projects Manager

CALL TO ORDER

President Gabe Galbraith called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance with approximately 53 online and in-person staff members and guests.

RECOGNITION

National Music in Our Schools Month

Superintendent Dr. Traci Pierce thanked the Fuerza Elementary Guitar Ensemble, led by Ruby Perez, Music Teacher, for performing before the Board meeting and expressed gratitude to the Board for its support of the district's music programs.

Winter Sports and Activities

Assistant Superintendent of K-12 Education Matt Scott recognized and introduced the high school athletic directors from Kennewick, Kamiakin, and Southridge. Athletic directors introduced coaches, who recognized student participants from the following athletics and activities: Kennewick High School wrestling and bowling; Kamiakin High School for bowling and wrestling; and Southridge High School wrestling.

School Retirees Appreciation Week

Superintendent Dr. Pierce recognized President Dottie Stevens of the Benton-Franklin Retirees' Association, along with President Victoria Russell. Dr. Pierce read Governor Ferguson's proclamation declaring March 17-23, 2025, School Retirees Appreciation Week. Ms. Stevens and Ms. Russell shared a few words with the Board.

COMMUNICATIONS FROM PARENTS, STAFF, AND RESIDENTS

Ben Anderson commented on Title IX and thanked the board for their willingness to discuss the issue. He encouraged the Board to remain strong and courageous in their efforts to protect girls in schools.

CONSENT ITEMS

Motion by Micah Valentine to approve the consent items as presented.

Roll call vote:	Mr. Galbraith	Yes
	Mr. Valentine	Yes
	Ms. Gledhill	Yes
	Dr. Miller	Yes
	Mr. Connors	Yes

Motion carried 5-0.

The consent items were as follows:

- Minutes of School Board Meeting March 12, 2025
- Personnel Actions – Certificated, Classified, and Extracurricular
- Budget Status Report Ending January 31, 2025
- Payroll and Vouchers Ending January 31, 2025
- Tri-Tech Skills Center Core Modernization Construction Bid
- Recommendation of Instructional Materials

COMMUNICATIONS FOLLOW-UP

Superintendent Dr. Pierce followed up on the public comment shared during the last Board meeting regarding PE credit. She shared that the topic would be discussed later tonight in the PE presentation.

SUPERINTENDENT/BOARD MEMBER REPORT

Superintendent Dr. Traci Pierce reported speaking at the Desert Hills Middle School 8th-grade Honors Breakfast. She also shared that she participated in a Learning Walk at Kennewick High and highlighted that the bond refinance was completed. Dr. Pierce stated that she was honored to emcee both nights of the Elementary Music Festival. Finally, she shared that she attended the Crystal Apple Awards, where Nathan Allington, Tri-Tech Skills Center Fire Fighter Instructor and a former Marine, was celebrated as the 2025 Kennewick School District Crystal Apple Award Winner.

Board Member Dr. Josh Miller congratulated the bowling teams and their coaches for their consistent success. He reported visiting Endeavor, Legacy, and Phoenix high schools and stated that he is continuing work on organizing a foundation for Kennewick schools. Dr. Miller encouraged everyone to volunteer in our community and schools.

Board Member Brittany Gledhill reported attending track meets, visiting Edison and Vista Elementaries, and attending Phoenix High School's Expo Day. She also shared that she participated in a Just-Serve volunteer fair and encouraged others to volunteer. Mrs. Gledhill provided a legislative update, reporting that Senate bills for MSOC special education remain in discussion. Additionally, she highlighted the fact that Senate Bill 5797 is being marketed as proceeds going directly and solely to public education, but in reality, the bill states that the funds would be allocated to the state's general fund.

Board Member Micah Valentine reported on a project that he is working on focused on food and nutrition for students. He stated that he believes the better food students receive, the better they will perform. He also commented on Title IX and parental rights.

President Gabe Galbraith reported attending the Ridge View Elementary School PBIS awards assembly.

REPORTS AND DISCUSSIONS

Preliminary Budget 2025 - 2026

Assistant Superintendent of Operations Dr. Tom Brillhart presented information on the Transportation Vehicle Fund and the Debt Service Fund. He reported on the recent 2015 bond refinance, noting the sale date of March 18 and closure date of April 3, 2025. Dr. Brillhart provided a budget timeline showing June 18 as the date for Board adoption of the 2025 – 2026 budget.

Asset Preservation and Capital Projects Update

Assistant Superintendent of Operations, Dr. Tom Brillhart, and Capital Projects Manager Ryan Jones presented the district's Asset Preservation Program, demonstrating the district's commitment to maintaining its buildings through upgrades to building infrastructure. Mr. Jones reviewed the building condition scores and explained the scoring evaluation process. He then provided a brief update on the \$45M Tri-Tech Core Modernization project.

UNFINISHED BUSINESS

Recommendation: K-5 English Language Arts Materials

Assistant Superintendent of Teaching and Learning Alyssa St. Hilaire reviewed the adoption policy and procedure, as well as the evaluation and selection process, and recommended the adoption of the Amplify Core Knowledge Language Arts (CKLA) core materials for grades K-5.

Dr. Josh Miller made a motion to approve the Amplify Core Knowledge Language Arts core materials for grades K-5.

Advisory Vote:	Annie Maltos	Yes
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Roll call vote:	Mr. Galbraith	Yes
	Mr. Valentine	Yes
	Ms. Gledhill	Yes
	Dr. Miller	Yes
	Mr. Connors	Yes

Motion carried 5-0.

NEW BUSINESS

Recommendation: K-12 Physical Education Materials

Assistant Superintendent of Teaching and Learning Alyssa St. Hilaire recommended renewing the current materials of Focus Fitness: Five for Life for adoption by the Board for K-12 physical education. She also shared policy and procedures outlining options for earning the physical education credit required for graduation.

Micah Valentine made a motion to approve the renewal of Focus Fitness: Five for Life core Physical Education materials for grades K-12.

Advisory Vote:	Annie Maltos	Yes
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Roll call vote:	Mr. Galbraith	Yes
	Mr. Valentine	Yes
	Ms. Gledhill	Yes
	Dr. Miller	Yes
	Mr. Connors	Yes

Motion carried 5-0.

Title IX Complaint Review

President Galbraith presented a formal complaint letter addressed to the U.S. Department of Education, Office of Civil Rights, regarding a Title IX Complaint against Washington State, State Superintendent Chris Reykdal, Office of the Superintendent of Public Instruction (OSPI), and the Washington Interscholastic Activities Association (WIAA). The Board discussed submitting the letter and voted on whether to do so.

Advisory Vote:	Annie Maltos	Yes
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Roll call vote:	Mr. Galbraith	Yes
	Mr. Valentine	Yes
	Ms. Gledhill	Yes
	Dr. Miller	Yes
	Mr. Connors	Abstain

Motion carried 4-0.

NEXT MEETING AGENDA

The Board reviewed items for the next meeting agenda:

- A. Preliminary Budget 2025 – 2026
- B. Annual Staff/Human Resources Update

OTHER BUSINESS AS AUTHORIZED BY LAW.

There being no further business, the Board adjourned at 7:52 p.m.

RECORDING SECRETARY

PRESIDENT OF THE BOARD

SECRETARY OF THE BOARD

Approved: April 9, 2025

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, April 9, 2025

EXHIBIT A

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>FTE</i>	<i>Date</i>
NEW POSITIONS						
REHIRE						
REPLACEMENT	William Thompson	Tri Tech	Teacher - HS	Milewski retirement	1.0	2025-26
	Kaitlyn Toth	Special Services	Psychologist	Antles resignation	1.0	2025-26
LEAVE OF ABSENCE	Julie Sumsion	DHMS	Teacher - MS	Requesting LOA	1.0	2025-26
	Jordan Linares	Amon Creek	Teacher - Elem	Requesting LOA	1.0	Eff. 6/3- 6/12/25
	Diana Razo	Park MS	Teacher - MS	Requesting to extend LOA	1.0	Eff. 2/26 - 5/2/25
LEAVE OF ABSENCE REPLACEMENT						
RETIREMENTS						
RESIGNATIONS	Angela Escobar	SrHS	Teacher - HS Spec Svcs		1.0	Eff. 4/7/2025
	Cheryl Spradling	Cascade	Teacher - Elem		1.0	Eff. 4/8/2025
IN DISTRICT TRANSFERS	Shantel Rivera	SSV to Sage Crest	Teacher Elem to Librarian	Tobery move	1.0	2025-26

CLASSIFIED PERSONNEL ELECTIONS, LEAVES OF ABSENCE AND TERMINATIONS

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

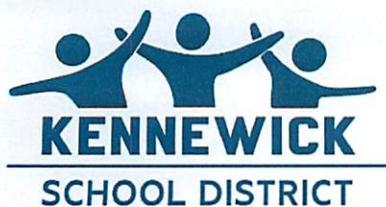
DATE: April 9, 2025

EXHIBIT B

	<i>Name</i>	<i>School</i>	<i>Position</i>	<i>Justification</i>	<i>Hours</i>	<i>Date</i>
NEW POSITIONS						
REPLACEMENT						
REHIRE						
RESIGNATION	Janet Korsvik	Highlands	Para/FP	To sub para	6.0	3/28/2025
	Dana Bugher	Transportation	Bus Attendant		3.58	3/28/2025
	Jacquelyne Brazell-Denison	Southgate	Para/FP/LAP/BE		6.3	4/11/2025
	Angela Lilyblade	Sunset View	Cook	To sub NS worker	4.0	4/16/2025
LEAVE OF ABSENCE	Eric Rodriguez	IT	IT Field Tech/Help Desk	Start date change	8.0	6/16/2025
RESIGNED FROM LOA						
RETIREMENT	Wayne Weaver	Transportation	Bus Driver		5.58	4/10/2025
	Michael Bamford	KDC	Custodian/Swing		8.0	7/31/2025
	Rebecca Peters	Park	Cook		6.0	8/20/2025
RETURN FROM LOA						
TERMINATION						

CHANGES IN ASSIGNMENT

<i>Name</i>	<i>Department</i>	<i>New Assignment</i>	<i>Old Assignment</i>	<i>Date</i>



To: Kennewick School Board Members

From: Brandon Lord, Fiscal Officer

Re: Budget Status Report

Attached are the Budget Status Reports through, February 28, 2025

			PERCENTAGE TO BUDGET
GENERAL FUND	BUDGET		
Revenues	322,590,287.00	152,609,250.57	0.47
Expenditures	328,136,352.00	157,576,957.35	0.48
CAPITAL PROJECTS FUND			
Revenues	14,250,100.00	6,142,227.15	0.43
Expenditures	24,050,000.00	3,320,092.11	0.14
DEBT SERVICE FUND			
Revenues	18,499,350.00	8,394,540.56	0.45
Expenditures	18,560,000.00	15,161,009.38	0.82
ASSOCIATED STUDENT BODY FUND			
Revenues	3,261,010.00	1,400,428.35	0.43
Expenditures	3,464,602.00	777,860.00	0.22
SELF-INSURED WORKERS COMP / DENTAL FUND BALANCE			
Revenues	1,700,000.00	10,622.34	0.01
Expenditures	2,785,000.00	893,304.31	0.32
TRANSPORTATION VEHICLE FUND			
Revenues	1,503,000.00	9,898.70	0.01
Expenditures	1,800,000.00	0.00	0.00

Kennewick SD #17
Budget Status - General Fund

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
1000	Local Revenues	23,225,250.00	893,143.93	10,550,004.69	0.00	12,675,245.31	54.57
2000	Local State Non-Tax	2,312,717.00	210,057.12	1,610,142.10	0.00	702,574.90	30.37
3000	State Revenues	200,323,293.00	17,161,598.56	96,499,554.23	0.00	103,823,738.77	51.82
4000	State Revenues Special Purpose	64,093,485.00	6,079,648.68	31,991,526.95	0.00	32,101,958.05	50.08
5000	Federal Revenues	0.00	0.00	0.00	0.00	0.00	0.00
6000	Other Revenue	31,681,806.00	2,158,563.47	11,487,695.49	0.00	20,194,110.51	63.74
7000	Sale of Bonds	624,271.00	0.00	258,088.71	0.00	366,182.29	58.65
8000	Sale of Property & Equipment	329,465.00	51,580.00	212,238.40	0.00	117,226.60	35.58
Total Revenues/Other Fin. Sources		322,590,287.00	26,554,591.76	152,609,250.57	0.00	169,981,036.43	52.69
B. Expenditures							
00	Not Applicable	0.00	0.00	0.00	0.00	0.00	0.00
01	Basic Education	168,503,555.00	13,215,547.20	80,973,273.02	4,152,634.31	83,377,647.67	49.48
02	Alternative Learning Exp	4,027,448.00	311,905.64	1,964,620.76	7,179.85	2,055,647.39	51.04
03	Dropout Reengagement	760,000.00	0.00	516,237.30	246,592.00	-2,829.30	0.37
09	TK Education	276,398.00	23,715.03	135,982.78	0.00	140,415.22	50.80
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	0.00	0.00	0.00	0.00
13	Fiscal Stabilization	0.00	199.17	-23,774.31	0.00	23,774.31	0.00*
14	IDEA Stimulus	0.00	418.98	7,071.28	0.00	-7,071.28	0.00*
18	Mckinney Vento	0.00	0.00	0.00	0.00	0.00	0.00
19	ARRA	0.00	0.00	0.00	0.00	0.00	0.00
21	Special Education State	37,356,092.00	3,182,288.07	18,617,000.35	769,687.04	17,969,404.61	48.10
22	SPED St Inf/Toddlers	0.00	0.00	0.00	0.00	0.00	0.00
23	SPED-ARP-IDEA	0.00	0.00	0.00	0.00	0.00	0.00
24	Special Education Supp Fed	3,853,068.00	584,167.95	1,879,436.90	833,624.49	1,140,006.61	29.58
29	Special Education Other	16,214.00	482.41	2,700.66	0.00	13,513.34	83.34
31	Vocational Basic State	9,102,487.00	772,374.85	4,419,606.53	488,838.51	4,194,041.96	46.07
34	Vocational M S	1,289,580.00	96,053.74	623,986.64	4,931.44	660,661.92	51.23
38	Vocational Federal	118,380.00	7,239.96	39,628.05	0.00	78,751.95	66.52
39	Vocational Other	45,898.00	4,188.76	24,991.57	0.00	20,906.43	45.54

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - General Fund

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
45	Skills Center Basic State	6,368,681.00	506,434.58	3,065,023.09	384,917.05	2,918,740.86	45.82
46	Skills Center Federal	84,428.00	3,091.38	79,907.34	0.00	4,520.66	5.35
51	Disadvantaged Fed	6,443,593.00	437,227.86	2,752,294.93	9,867.02	3,681,431.05	57.13
52	School Improvement Fed	1,208,446.00	96,084.54	516,929.11	31,650.00	659,866.89	54.60
53	Migrant Federal	2,486,616.00	183,526.06	1,150,489.69	1,544.66	1,334,581.65	53.67
55	Learning Assistance	11,420,394.00	1,035,653.34	6,103,792.64	497,558.95	4,819,042.41	42.19
56	Inst. Center & Homes Delin	518,127.00	38,041.92	225,759.64	641.59	291,725.77	56.30
57	Inst Neglected & Delinq	0.00	0.00	185.89	0.00	-185.89	0.00*
58	Special & Pilot Programs State	1,921,111.00	39,920.04	81,198.69	0.00	1,839,912.31	95.77
59	St Institution Co Jail	43,208.00	2,567.13	15,504.43	0.00	27,703.57	64.11
64	Limited English Porficiency	569,227.00	31,433.36	191,393.44	0.00	377,833.56	66.37
65	Transitional Bilingual State	4,664,567.00	341,359.18	2,117,621.62	71,893.42	2,475,051.96	53.06
66	Student Achievement	0.00	0.00	0.00	0.00	0.00	0.00
73	Summer School	53,495.00	0.00	0.00	0.00	53,495.00	100.00
74	Highly Capable	537,218.00	38,049.74	267,176.52	0.00	270,041.48	50.26
75	Flexible Education State	20,000.00	0.00	0.00	0.00	20,000.00	100.00
79	Instructional Programs Other	3,029,108.00	23,976.20	139,249.95	191,386.55	2,698,471.50	89.08
86	Community Schools	37,675.00	1,615.63	8,400.57	0.00	29,274.43	77.70
88	Day Care	3,189,632.00	234,751.81	1,423,663.52	84,920.33	1,681,048.15	52.70
89	Other Community Service	111,059.00	-46.06	9,395.11	66,306.00	35,357.89	31.83
97	Districtwide Support	35,123,961.00	2,775,206.30	18,385,471.37	2,055,081.43	14,683,408.20	41.80
98	Food Services	13,250,664.00	1,084,287.70	6,203,069.86	2,746,048.47	4,301,545.67	32.46
99	Pupil Transportation	11,706,022.00	912,765.72	5,659,668.42	625,318.99	5,421,034.59	46.30
Total Expenditures		328,136,352.00	25,984,528.19	157,576,957.35	13,270,622.10	157,288,772.54	47.93
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)		-5,546,065.00	570,063.57	-4,967,706.78		12,692,263.88	0.00

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - General Fund

Location 000

Report Date: 02/28/2025

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
F. Total Beginning Fund Balance	0.00		56,017,673.36			
G. GL 898 Prior Year Adjustments (+ or -)						
H. Total Ending Fund Balance (E + F + OR - G)	-5,546,065.00		51,049,966.57			
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		1,069,845.18			
GL 825 Restricted Skill Centers	0.00		666,947.00			
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		848,718.89			
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		34,091,471.29			
GL 884 Assigned to Capital Projects	0.00		2,000,000.00			
GL 888 Assigned to Other Purposes	0.00		930,691.00			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 891 Unassigned Minimum Fd Bal Poli	0.00		16,410,000.00			
GL 890 Unreserved/ Fund Balance	-5,546,065.00		-4,967,706.78			
	-5,546,065.00		51,049,966.57			

* Zero budget with charges against it.

KENNEWICK SCHOOL DISTRICT
Current Expenditure Budget by Activity

FISCAL YEAR: 2025

REPORT DATE: 02/28/2025

Activity		Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
000	Not Applicable	0.00	0.00	0.00	0.00
011	Board Of Directors	116,650.00	401,031.00	78,250.00	206,131.00
012	Superintendent Office	252,644.88	538,252.00	0.00	285,607.12
013	Business Office	986,944.91	2,087,000.00	129,923.29	970,131.80
014	Human Resources	913,138.64	1,367,025.00	64,775.71	389,110.65
015	Public Relations	322,779.13	654,852.00	80,140.22	251,932.65
021	Supervision	2,669,290.20	5,745,311.00	35,862.90	3,040,157.90
022	Learning Resources	1,454,923.36	5,253,563.00	5,126.88	3,793,512.76
023	Principals	9,773,317.47	20,424,698.00	10,277.88	10,641,102.65
024	Counseling	5,552,459.99	10,775,671.00	380,152.16	4,843,058.85
025	Pupil Mgnt & Safety	2,758,438.56	6,051,589.00	6,661.75	3,286,488.69
026	Health Services	6,046,658.86	11,587,686.00	586,708.81	4,954,318.33
027	Teaching	91,849,613.52	187,891,994.00	6,083,083.33	89,959,297.15
028	Extra Curricular	2,666,111.31	4,553,066.00	73,526.50	1,813,428.19
031	Professional Development	3,422,692.24	9,756,865.00	200,610.00	6,133,562.76
032	Inst Technology Equip	498,527.58	1,267,120.00	4,454.20	764,138.22
033	Curriculum	732,927.16	1,883,273.00	45,727.72	1,104,618.12
034	Professonal Learning State	0.00	2,174,519.00	0.00	2,174,519.00
035	Pupil Safety	1,075,480.31	1,849,698.00	360,592.00	413,625.69
041	Food Service Supervision	906,500.21	1,646,525.00	642,825.34	97,199.45
042	Food	2,010,602.80	4,486,152.00	1,929,217.87	546,331.33
043	Commodities	0.00	0.00	0.00	0.00
044	Food Service Operations	3,322,298.69	7,206,910.00	218,175.26	3,666,436.05
049	Transfers	-36,049.75	0.00	0.00	36,049.75
051	Transportation Supervision	520,914.15	1,014,842.00	6,789.20	487,138.65
052	Transportation Operations	3,494,291.59	7,511,824.00	542,178.52	3,475,353.89
053	Transportation Maintenance	517,955.32	1,115,543.00	76,351.27	521,236.41
054	Transportation Maintenance	0.00	0.00	0.00	0.00
055	Transportation Maintenance	0.00	0.00	0.00	0.00
056	Transportation Insurance	320,665.79	361,100.00	0.00	40,434.21
058	TBD	0.00	0.00	0.00	0.00
059	Transfers	-172,635.30	-318,920.00	0.00	-146,284.70
061	Maintenance Supervision	351,803.80	948,779.00	0.00	596,975.20
062	Maintenance Grounds	865,637.69	2,373,720.00	316,580.93	1,191,501.38
063	Operations Buildings	3,476,047.10	7,163,412.00	15,751.80	3,671,613.10
064	Maintenance Of Bldg & Equip	2,329,264.81	5,319,283.00	556,897.87	2,433,120.32
065	Utilities	1,917,313.46	4,127,000.00	0.00	2,209,686.54

KENNEWICK SCHOOL DISTRICT
Current Expenditure Budget by Activity

FISCAL YEAR: 2025

REPORT DATE: 02/28/2025

Activity		Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
067	Bldg Security	31,829.31	95,000.00	11,101.62	52,069.07
068	Insurance	3,550,721.64	3,861,500.00	0.00	310,778.36
072	Data Processing	2,387,171.46	5,340,664.00	650,962.85	2,302,529.69
073	Printing	308,586.18	454,620.00	48,677.25	97,356.57
074	Warehouse	307,846.58	733,829.00	1,660.63	424,321.79
075	Motor Pool	65,193.14	387,181.00	107,578.34	214,409.52
083	Interest	0.00	6,500.00	0.00	6,500.00
091	Public Activities	8,400.57	37,675.00	0.00	29,274.43
Total:		157,576,957.35	328,136,352.00	13,270,622.10	157,288,772.54

Report Selection:

GLK_KEY_MSTR.[glk_grp_part01] = '01'

KENNEWICK SCHOOL DISTRICT
Current Expenditure Budget by State Object

FISCAL YEAR: 2025

REPORT DATE: 02/28/2025

State Object		Expenditures Year-to-Date	Current Budget	Encumbered	Over/Under
0	Debit Transfer	313,897.89	472,370.00	0.00	158,472.11
1	Credit Transfer	-313,897.89	-472,370.00	0.00	-158,472.11
2	Certificated Salaries	74,548,272.11	150,804,184.00	0.00	76,255,911.89
3	Classified Salaries	25,402,393.04	53,717,672.00	0.00	28,315,278.96
4	Benefits & PR Taxes	36,083,131.89	75,784,515.00	0.00	39,701,383.11
5	Supplies	4,544,709.84	13,708,757.00	1,969,254.36	7,194,792.80
7	Contract Services	16,397,319.43	32,858,243.00	11,261,234.64	5,199,688.93
8	Travel	291,134.67	751,053.00	120.00	459,798.33
9	Capital Outlay	309,996.38	511,928.00	40,013.10	161,918.52
Total:		157,576,957.35	328,136,352.00	13,270,622.10	157,288,772.54

Report Selection:

GLK_KEY_MSTR.[gik_grp_part01] = '01'

Kennewick SD #17
Budget Status - Capital Projects Fund

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
1000	Local Revenues	4,750,100.00	177,384.77	2,075,774.66	0.00	2,674,325.34	56.30
2000	Local State Non-Tax	600,000.00	108,324.67	1,253,489.66	0.00	-653,489.66	108.91
4000	State Revenues Special Purpose	8,900,000.00	0.00	2,061,574.87	0.00	6,838,425.13	76.83
6000	Other Revenue	0.00	0.00	751,387.96	0.00	-751,387.96	0.00*
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		14,250,100.00	285,709.44	6,142,227.15	0.00	8,107,872.85	56.89
B. Expenditures							
10 - Sites		2,000,000.00	0.00	11,041.26	0.00	1,988,958.74	99.44
20 - Buildings		12,450,000.00	0.00	1,707,449.77	6,291,838.81	4,450,711.42	35.74
30 - Equipment		9,600,000.00	57,024.36	1,601,601.08	2,579,385.86	5,419,013.06	56.44
Total Expenditures		24,050,000.00	57,024.36	3,320,092.11	8,871,224.67	11,858,683.22	49.30
C. Other Fin. Uses Trans. Out (GL 536)							
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-9,799,900.00	228,685.08	2,822,135.04		-3,750,810.37	0.00
F. Total Beginning Fund Balance		0.00		37,120,507.13			
G. GL 898 Prior Year Adjustments (+ or -)							
H. Total Ending Fund Balance (E + F + OR - G)		-9,799,900.00		39,942,642.17			
I. Ending Fund Balance Accounts							
GL 810 Restricted for Other Items		0.00		0.00			
GL 825 Restricted Skill Centers		0.00		0.00			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - Capital Projects Fund

Location 000

Report Date: 02/28/2025

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
GL 861 Restricted from Bond Proceeds	0.00		0.00			
GL 862 Restricted from Levy Proceeds	0.00		3,805,882.58			
GL 863 Restricted from State Proceeds	0.00		22,705,089.24			
GL 888 Assigned to Other Purposes	0.00		0.00			
GL 889 Assigned to Fund Purposes	0.00		10,609,535.31			
GL 890 Unreserved/ Fund Balance	-9,799,900.00		2,822,135.04			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - Debt Service Fund

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
1000	Local Revenues	18,499,350.00	713,449.78	8,394,540.56	0.00	10,104,809.44	54.62
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		18,499,350.00	713,449.78	8,394,540.56	0.00	10,104,809.44	54.62
B. Expenditures							
92	.	6,530,000.00	0.00	3,131,009.38	0.00	3,398,990.62	52.05
11	Debt Principal	12,030,000.00	0.00	12,030,000.00	0.00	0.00	0.00
Total Expenditures		18,560,000.00	0.00	15,161,009.38	0.00	3,398,990.62	18.31
C. Other Fin. Uses Trans. Out (GL 536)							
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-60,650.00	713,449.78	-6,766,468.82		6,705,818.82	0.00
F. Total Beginning Fund Balance		0.00		9,114,428.50			
G. GL 898 Prior Year Adjustments (+ or -)							
H. Total Ending Fund Balance (E + F + OR - G)		-60,650.00		2,347,959.68			
I. Ending Fund Balance Accounts							
GL 810	Restricted for Other Items	0.00		0.00			
GL 830	Restricted Debt Service	0.00		9,114,428.50			
GL 889	Assigned to Fund Purposes	0.00		0.00			
GL 890	Unreserved/ Fund Balance	-60,650.00		-6,766,468.82			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - ASB Fund

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
		0.00	0.00	0.00	0.00	0.00	0.00
100	General Student Body	823,025.00	0.00	425,401.03	0.00	397,623.97	48.31
200	Athletics	917,796.00	0.00	655,295.09	0.00	262,500.91	28.60
300	Classes	116,030.00	-80.00	7,419.39	0.00	108,610.61	93.60
400	Clubs	1,377,759.00	-65.00	297,290.94	0.00	1,080,468.06	78.42
600	Private Moneys	26,400.00	0.00	15,021.90	0.00	11,378.10	43.09
Total Revenues/Other Fin. Sources		3,261,010.00	-145.00	1,400,428.35	0.00	1,860,581.65	57.05
B. Expenditures							
100	General Student Body	859,175.00	33,631.23	190,799.39	54,435.03	613,940.58	71.45
200	Athletics	1,108,812.00	55,042.07	313,957.43	3,080.75	791,773.82	71.40
300	Classes	87,420.00	2,190.06	25,203.09	0.00	62,216.91	71.17
400	Clubs	1,369,095.00	30,040.87	233,380.26	36,041.88	1,099,672.86	80.32
600	Private Moneys	40,100.00	0.00	14,519.83	0.00	25,580.17	63.79
Total Expenditures		3,464,602.00	120,904.23	777,860.00	93,557.66	2,593,184.34	74.84
C. Other Fin. Uses Trans. Out (GL 536)							
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-203,592.00	-121,049.23	622,568.35		-732,602.69	0.00
F. Total Beginning Fund Balance		0.00		1,873,533.35			
G. GL 898 Prior Year Adjustments (+ or -)							
H. Total Ending Fund Balance (E + F + OR - G)		-203,592.00		2,496,101.70			
I. Ending Fund Balance Accounts GL 810 Restricted for Other Items		0.00		0.00			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - ASB Fund

Location 000

Report Date: 02/28/2025

	Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
GL 819 Restricted to Fund Purpose	0.00		1,873,533.35			
GL 889 Assigned to Fund Purposes	0.00		0.00			
GL 890 Unreserved/ Fund Balance	-203,592.00		2,496,101.70			
	-203,592.00		4,369,635.05			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - Self Insurance

Location 000

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
1000	Local Revenues	0.00	0.00	0.00	0.00	0.00	0.00
2000	Local State Non-Tax	1,700,000.00	1,324.39	10,622.34	0.00	1,689,377.66	99.37
Total Revenues/Other Fin. Sources		1,700,000.00	1,324.39	10,622.34	0.00	1,689,377.66	99.37
B. Expenditures							
97	Districtwide Support	2,785,000.00	254,829.02	893,304.31	0.00	1,891,695.69	67.92
Total Expenditures		2,785,000.00	254,829.02	893,304.31	0.00	1,891,695.69	67.92
C. Other Fin. Uses Trans. Out (GL 536)							
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-1,085,000.00	-253,504.63	-882,681.97		-202,318.03	0.00
F. Total Beginning Fund Balance		0.00		5,134,253.47			
G. GL 898 Prior Year Adjustments (+ or -)							
H. Total Ending Fund Balance (E + F + OR - G)		-1,085,000.00		4,251,571.50			
I. Ending Fund Balance Accounts							
GL 889 Assigned to Fund Purposes		0.00		5,134,253.47			
GL 890 Unreserved/ Fund Balance		-1,085,000.00		-882,681.97			
		-1,085,000.00		4,251,571.50			

* Zero budget with charges against it.

Kennewick SD #17
Budget Status - Transportation Fund

Report Date: 02/28/2025

		Budget	MTD Actual	YTD Actual	Encumbrance	Balance	% Remaining
A. Revenue/Other Fin. Sources							
2000	Local State Non-Tax	3,000.00	1,520.15	9,898.70	0.00	-6,898.70	229.95
4000	State Revenues Special Purpose	1,500,000.00	0.00	0.00	0.00	1,500,000.00	100.00
9999	Transfers	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenues/Other Fin. Sources		1,503,000.00	1,520.15	9,898.70	0.00	1,493,101.30	99.34
B. Expenditures							
99	Pupil Transport	0.00	0.00	0.00	0.00	0.00	0.00
99	Pupil Transport Equipmt Purc	1,800,000.00	0.00	0.00	3,364,657.46	-1,564,657.46	86.92
Total Expenditures		1,800,000.00	0.00	0.00	3,364,657.46	-1,564,657.46	86.92
C. Other Fin. Uses Trans. Out (GL 536)							
D. Other Financing Uses (GL535)							
E. Excess of Revenues/Other Fin. Srcs Over (Under) Expenditures And Other Fin Uses (A-B-C-D)		-297,000.00	1,520.15	9,898.70		3,057,758.76	0.00
F. Total Beginning Fund Balance		0.00		552,949.49			
G. GL 898 Prior Year Adjustments (+ or -)							
H. Total Ending Fund Balance (E + F + OR - G)		-297,000.00		562,848.19			
I. Ending Fund Balance Accounts							
GL 810 Restricted for Other Items		0.00		0.00			
GL 819 Restricted to Fund Purpose		0.00		552,949.49			
GL 889 Assigned to Fund Purposes		0.00		0.00			
GL 890 Unreserved/ Fund Balance		-297,000.00		9,898.70			

* Zero budget with charges against it.

KENNEWICK SCHOOL DISTRICT #17
Regular Board Meeting
4/9/2025

WARRANT REGISTEF Dated: 2/01/25 - 2/28/25

Warrant Type	Date	Numbers	Amount	Totals
General	06-Feb-25	400119-400138	3,582,891.04	
	14-Feb-25	400139-400256	1,738,471.00	
	20-Feb-25	400257	150,000.00	
	28-Feb-25	400258-400346	1,094,748.59	
	28-Feb-25	400347-400391	4,512,884.75	

Total Accounts Payable Warrants 11,078,995.38

04-Feb-25	P/R Dir Dep Wire	1,279.66
05-Feb-25	Fed Tax Wire/B/C	96.26
11-Feb-25	A/P EFT	575.00
14-Feb-25	A/P EFT	14,260.83
14-Feb-25	Capital One	19,954.34
25-Feb-25	Wire BMO	538,777.05
25-Feb-25	Use Tax	837.33
28-Feb-25	A/P EFT	5,514.37
28-Feb-25	Capital One	30,239.30
28-Feb-25	Child Supp wire	8,053.76
28-Feb-25	P/R Dir Dep Wire	11,044,704.74
28-Feb-25	Fed Tax Wire/B/C	3,793,831.69
28-Feb-25	P/R Dir Dep Wire	2,757,079.96

Total Wire - Benton County 18,215,204.29

05-Feb-25	703115	581.03
06-Feb-25	703116	1,292.40
06-Feb-25	703117-703122	10,911.61
07-Feb-25	703123-703127	8,553.12
28-Feb-25	703128-703138	14,597.33

Total Payroll General Warrants 35,935.49

Capital Projects	<u>Date</u>		
	2/14/2025	13041	52,460.31
	2/25/2025	Wire BMO/DoR/EFT/K	0.00

Total Capital Projects Warrants 52,460.31

ASB	<u>Date</u>		
	2/6/2025	66602-66604	1,532.48
	2/14/2025	66605-66636	29,630.42
	2/25/2025	Wire BMO/DoR/EFT/K	74,005.73
	2/28/2025	66637-66659	18,159.85

Total ASB Warrants 123,328.48

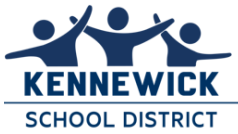
Transportation/Vehicle Date

Total Transportation/Vehicle Warrants 0.00

Self Ins Wkrs Comp	<u>Date</u>		
	2/6/2025	1252	75,314.92
	2/14/2025	1253-1254	5,682.57
	2/25/2025	Wire BMO/DoR/EFT	0.00
	2/28/2025	1255-1256	249,146.45

^ 4/3/2025 Total Self Ins Wkrs Comp/Dental Fund 330,143.94

Total Warrants Issued 29,836,067.89 29,836,067.89



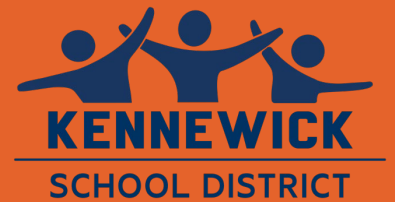
Board Meeting Presentation Overview

Date: April 9, 2025

Topic	Annual Staff/Human Resources Report	
Strategic Goal Focus		1. All students are safe, known and valued
		2. All students are engaged learners
		3. All students are ready for their future
	X	4. All staff members are safe, respected and valued professionals
		5. All community members are important collaborators
		6. All families are key partners
		7. The district is innovative, proactive and accountable
Rationale for Topic/Purpose of Agenda Item	Each year a human resources update is provided to the Board. The presentation highlights efforts the district is making to achieve our staff-focused strategic goal. Updated data, including information from the annual staff survey, is shared.	
Board Meeting Focus	X	Review Information
	X	Hold discussion
		Provide direction
		Make decision
Relevance to Board’s Role		Policy
	X	System accountability
		Fiscal oversight
	X	Communication
		Advocacy
Key Considerations for Board Discussion	<ul style="list-style-type: none">Are there particular areas or efforts on which the Board would like to see additional focus in the 2025-26 school year?	
Next Steps	<ul style="list-style-type: none">N/A	

Annual Human Resources Report

April 9, 2025



Topic Overview

Topic	Annual Staff/Human Resources Report															
Strategic Goal Focus	<table><tr><td></td><td>1. All students are safe, known and valued</td></tr><tr><td></td><td>2. All students are engaged learners</td></tr><tr><td></td><td>3. All students are ready for their future</td></tr><tr><td>X</td><td>4. All staff members are safe, respected and valued professionals</td></tr><tr><td></td><td>5. All community members are important collaborators</td></tr><tr><td></td><td>6. All families are key partners</td></tr><tr><td></td><td>7. The district is innovative, proactive and accountable</td></tr></table>			1. All students are safe, known and valued		2. All students are engaged learners		3. All students are ready for their future	X	4. All staff members are safe, respected and valued professionals		5. All community members are important collaborators		6. All families are key partners		7. The district is innovative, proactive and accountable
	1. All students are safe, known and valued															
	2. All students are engaged learners															
	3. All students are ready for their future															
X	4. All staff members are safe, respected and valued professionals															
	5. All community members are important collaborators															
	6. All families are key partners															
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Board Meeting Focus	<table><tr><td>X</td><td>Review Information</td></tr><tr><td>X</td><td>Hold discussion</td></tr><tr><td></td><td>Provide direction</td></tr><tr><td></td><td>Make decision</td></tr></table>		X	Review Information	X	Hold discussion		Provide direction		Make decision						
X	Review Information															
X	Hold discussion															
	Provide direction															
	Make decision															
Relevance to Board's Role	<table><tr><td></td><td>Policy</td></tr><tr><td>X</td><td>System accountability</td></tr><tr><td></td><td>Fiscal oversight</td></tr><tr><td>X</td><td>Communication</td></tr><tr><td></td><td>Advocacy</td></tr></table>			Policy	X	System accountability		Fiscal oversight	X	Communication		Advocacy				
	Policy															
X	System accountability															
	Fiscal oversight															
X	Communication															
	Advocacy															
Key Considerations for Board Discussion	<ul style="list-style-type: none">Are there particular areas or efforts on which the Board would like to see additional focus in the 2025-26 school year?															
Next Steps	<ul style="list-style-type: none">N/A															

Our Vision

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



STRATEGIC GOALS



Our Mission

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

©2021 Kennewick School District



GOAL: All staff members are safe, respected and valued professionals

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

2024-25 Annual Objectives

Staff Safety and Well Being

- Engage Staff Wellness Committee in review of annual staff survey data and development of recommendations.
- Implement and provide training on updated Comprehensive Emergency Management Plan.
- Continue to train and support schools in implementing strategies to support positive student behavior and address inappropriate and/or unsafe behavior.

Staff Recruitment, Hiring, Retention and Diversity

- Review and refine recruiting, interviewing and hiring processes.
- Strengthen and enhance new employee onboarding processes.
- Develop and implement improved methodology for determining the healthy, functional retention rate.
- Review and update the district Employee Personnel Manual.
- Ensure new teachers receive support from a consulting peer educator through the Peer Assistance and Resources (PAR) program.

Professional Learning Communities

- Expand training and support for teacher Professional Learning Communities and collaboration to improve teaching and learning.

Staff Professional Growth and Performance

- Expand efforts to support supervisors in implementing employee performance management systems.
- Enhance training and support for the understanding and implementation of the Teacher/Principal Evaluation Program (TPEP)
- Complete a review and recommendation for implementing an electronic management system to support TPEP processes.
- Provide state-funded professional development day focused on social-emotional learning standards.
- Ensure staff understanding of Board policies.



Performance Indicators and Targets

View 2023-24 results at www.ksd.org/strategicplan

- The number of Labor & Industry (L&I) claims filed each year \leq 3.0% of the total number of employees.
- "Time Loss" L&I claims are \leq 10%.
- \geq 90% of staff indicate they work in safe and positive environments, collaborate with colleagues, and feel valued.
- The healthy, functional staff retention rate is \geq 90% each year.

Presentation Outline



Staff Recruitment, Hiring, and Retention

Current Staff Statistics and Data
Annual Recruiting Efforts
Long-Term Recruiting Strategies



Staff Value, Voice, and Recognition

Annual Staff Survey Data
Staff Recognition Efforts
Staff Wellness Committee



Staff Professional Growth and Performance Evaluation

Systems for Professional Growth and Evaluation

Staff Recruitment, Hiring, and Retention

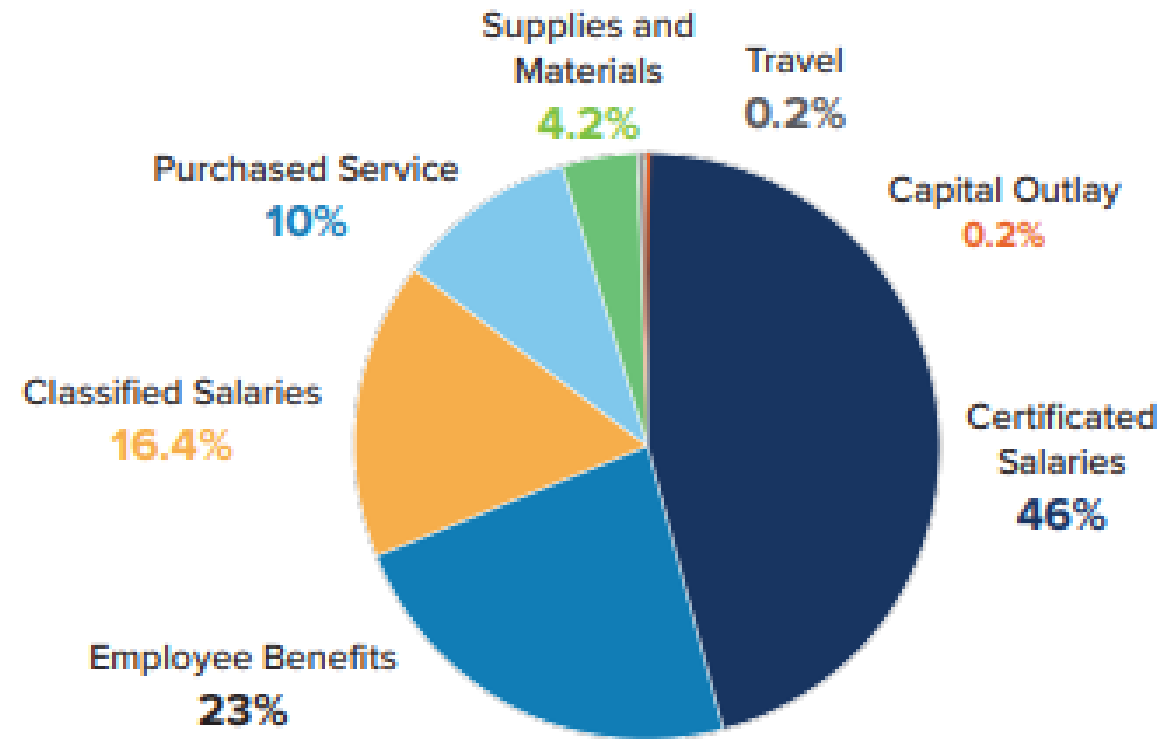


People: Our Greatest Resource

**85.4% of
expenditure
budget**

Expenditure Budget

\$328,136,352



Reporting Period: 2024-25 School Year

KSD Teaching Staff



1,147

Number of Teachers
2023-24 School Year

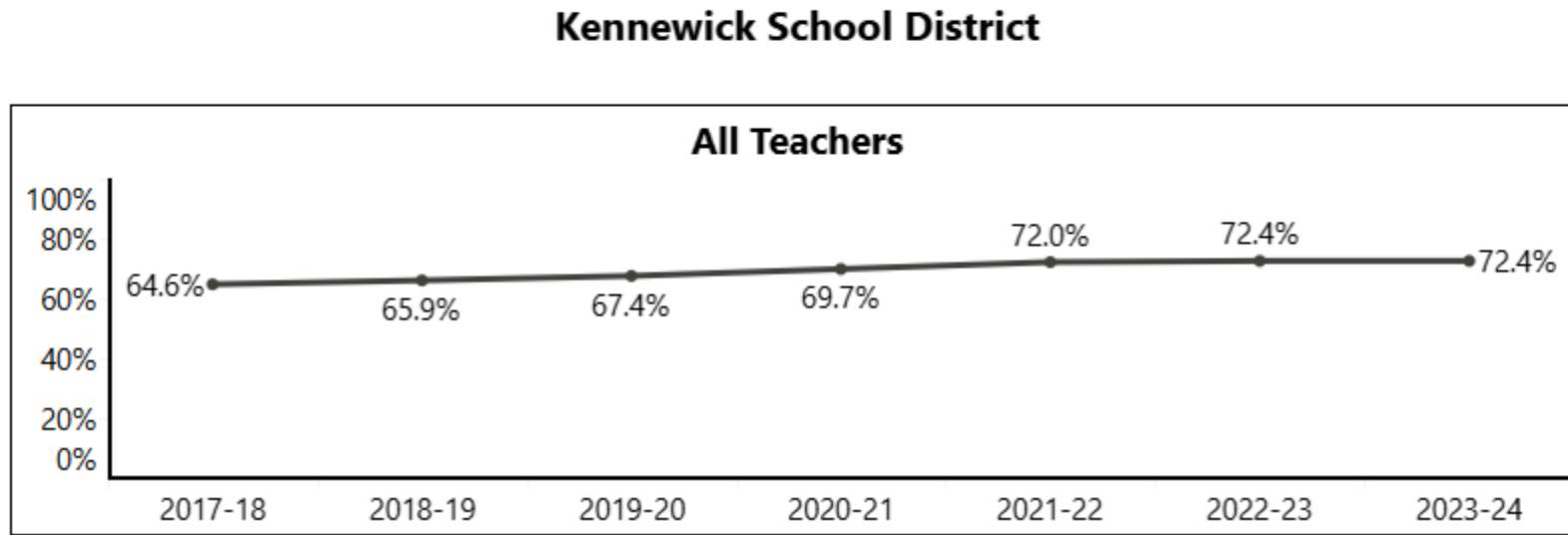


13.2

Average Years of Teaching
Experience
2023-24 School Year

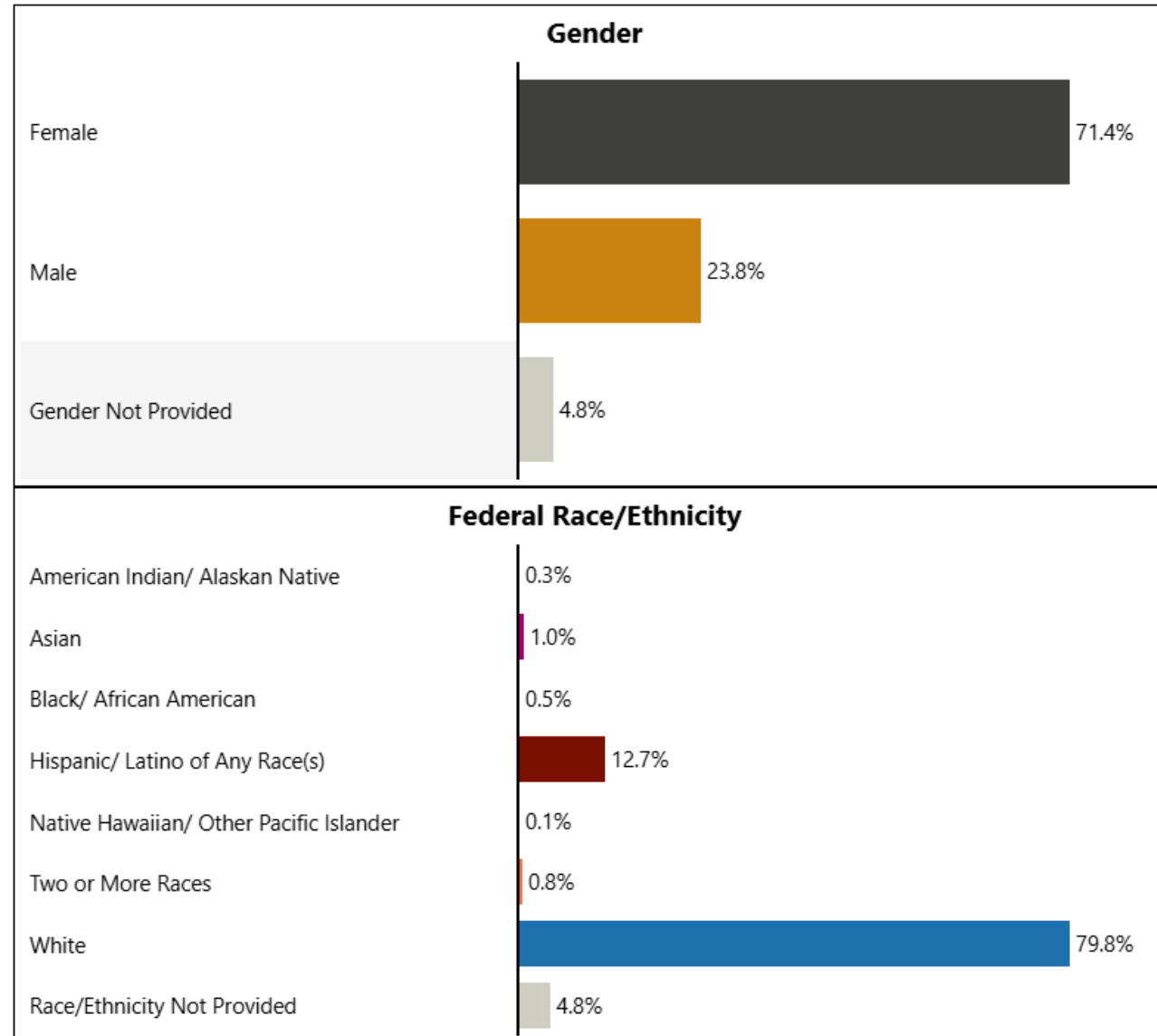
KSD Teaching Staff

What percent of teachers have held a master's degree or higher, over time?



Teacher Demographics

Kennewick School District 2023-24



Kennewick School District

2024-25

Student Demographics

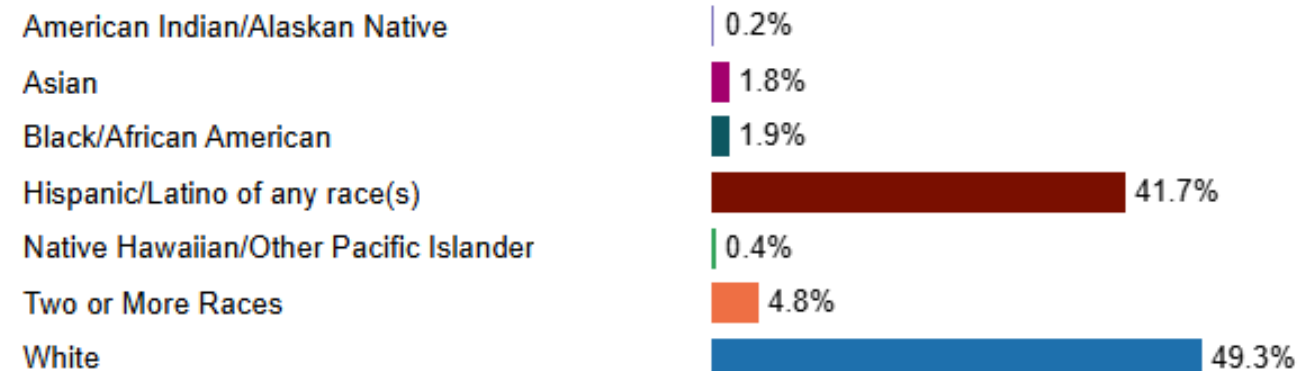
Total Student Enrollment

19,139

Gender



Race/Ethnicity



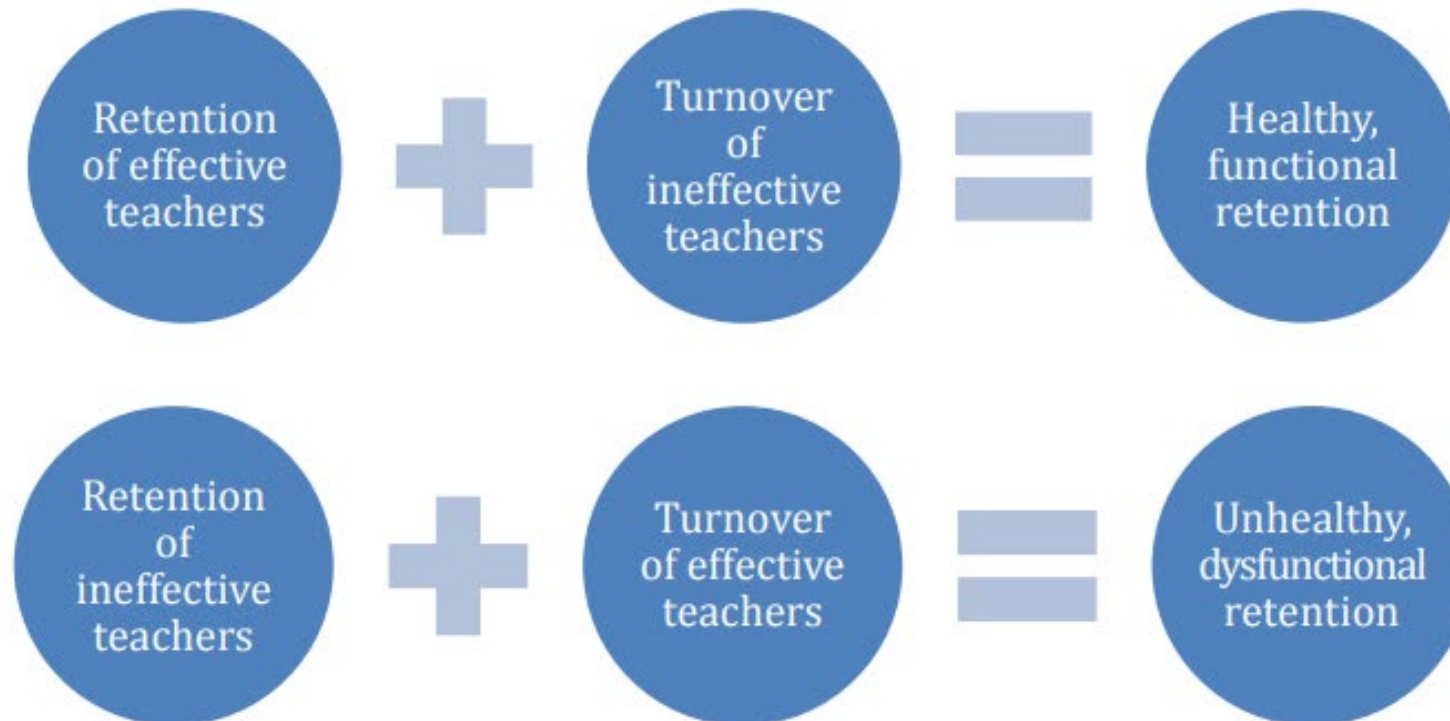
Staff-Focused Goal

Performance Indicators and Targets

Strategic Goal: All Staff Members are Safe, Respected and Valued Professionals			Results				
Focus	Indicator	Target	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
<i>Staff injuries</i>	Number of Labor & Industries (L&I) claims filed each year as a % of the total number of employees	% is $\leq 3\%$ each year	2.80%	2.13%			
<i>Staff claims</i>	% of "time loss" L&I claims	% is $\leq 10\%$ each year	4.9%	7.0%			
<i>Staff safety, collaboration, and value</i>	% of staff indicating they work in safe and positive environments, collaborate with colleagues, and feel valued.	% is $\geq 90\%$ each year	91%	90%			
<i>Staff retention</i>	% healthy, functional retention rate	% is $\geq 90\%$ each year	*	*			

Focus: Healthy, functional retention

Figure 2. Functional and dysfunctional teacher retention



Teacher Mobility, Retention, and Turnover Data

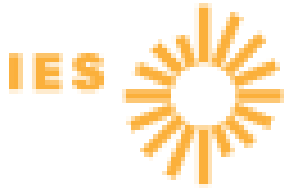
Factors to Consider:

- Number of teachers who leave the district each year
- Number of teacher who move buildings each year
- Contractual status/evaluation status
- How long each teacher has been teaching
- How long each teacher has been in the current building
- Contractual status/evaluation status
- Reason for moving or leaving

Teacher Retention Rate: New Methodology

May 2024 NCES Study

Annual Cohort Study Based Upon the following criteria categories: Stayers, Movers, Leavers



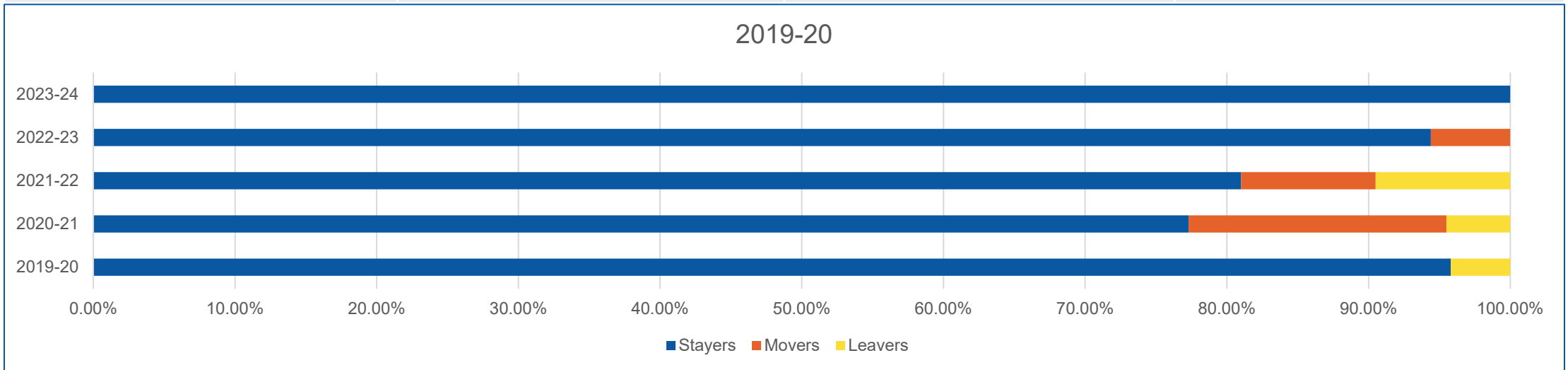
National Center for
Education Statistics

- ***Stayers:*** teachers who stayed in the same position at the same school
- ***Movers:*** teachers who moved to work as a teacher at a different school in the school year
- ***Leavers:*** teachers who left the district

Source: <https://nces.ed.gov/programs/coe/indicator/slc/teacher-turnover>

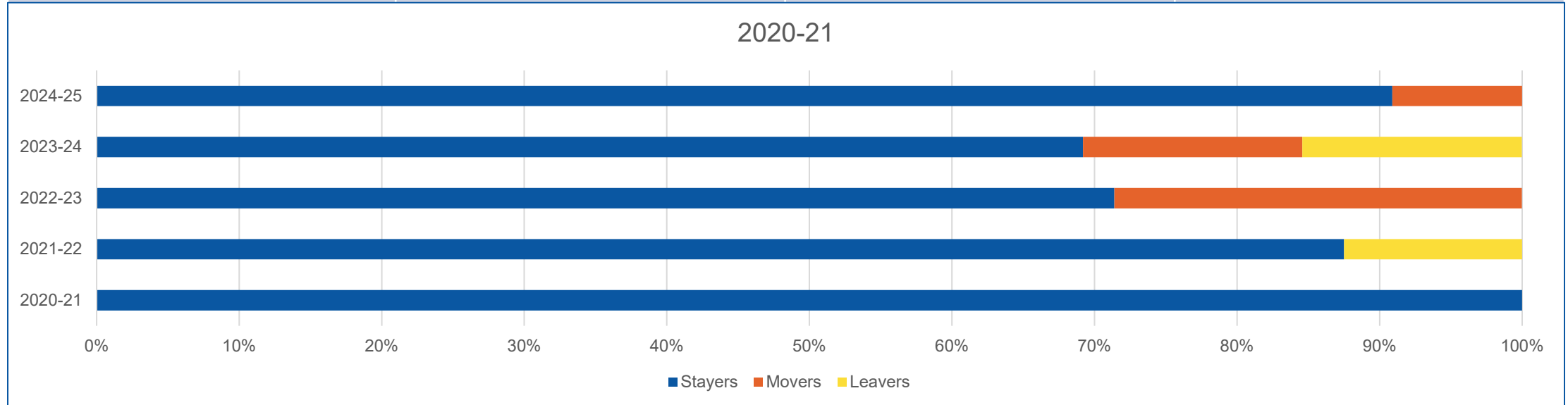
2019-20 KSD Teacher Cohort

	Stayers	Movers	Leavers
2019-20	95.8%	0%	4.2%
2020-21	77.3%	18.2%	4.5%
2021-22	81%	9.5%	9.5%
2022-23	94.4%	5.6%	0%
2023-24	100%	0%	0%
2024-25	85.7%	14.3%	0%



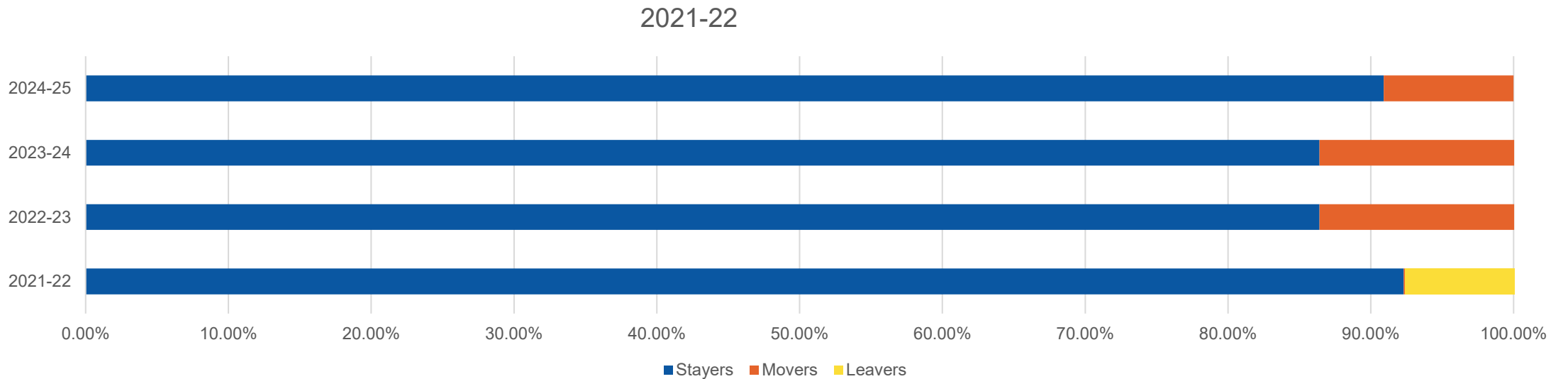
2020-21 KSD Teacher Cohort

	Stayers	Movers	Leavers
2020-21	100%	0%	0%
2021-22	87.5%	0%	12.5%
2022-23	71.4%	28.57%	0%
2023-24	69.2%	15.38%	15.4%
2024-25	90.9%	9.09%	0%



2021-22 KSD Teacher Cohort

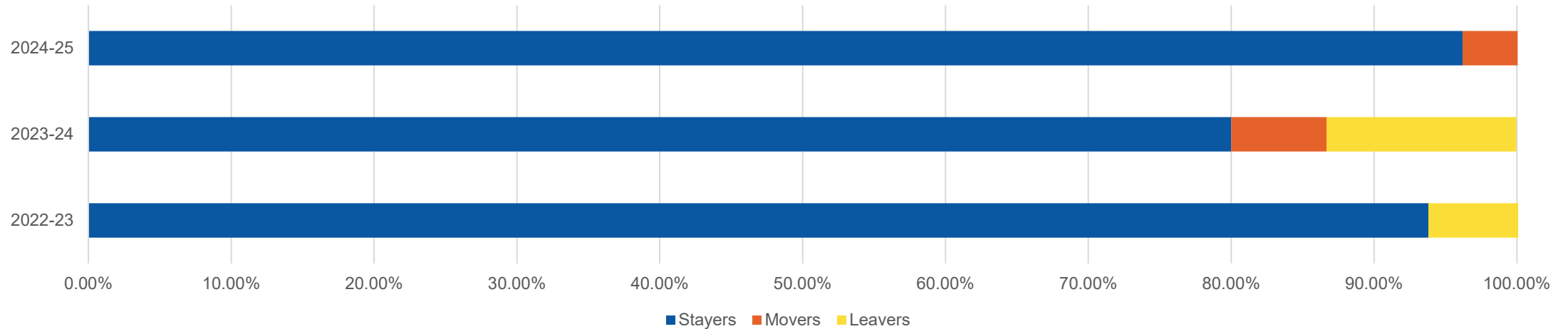
	Stayers	Movers	Leavers
2021-22	92.3%	0%	7.7%
2022-23	86.4%	13.64%	0%
2023-24	86.4%	13.64%	0%
2024-25	90.9%	9.09%	0%



2022-23 KSD Teacher Cohort

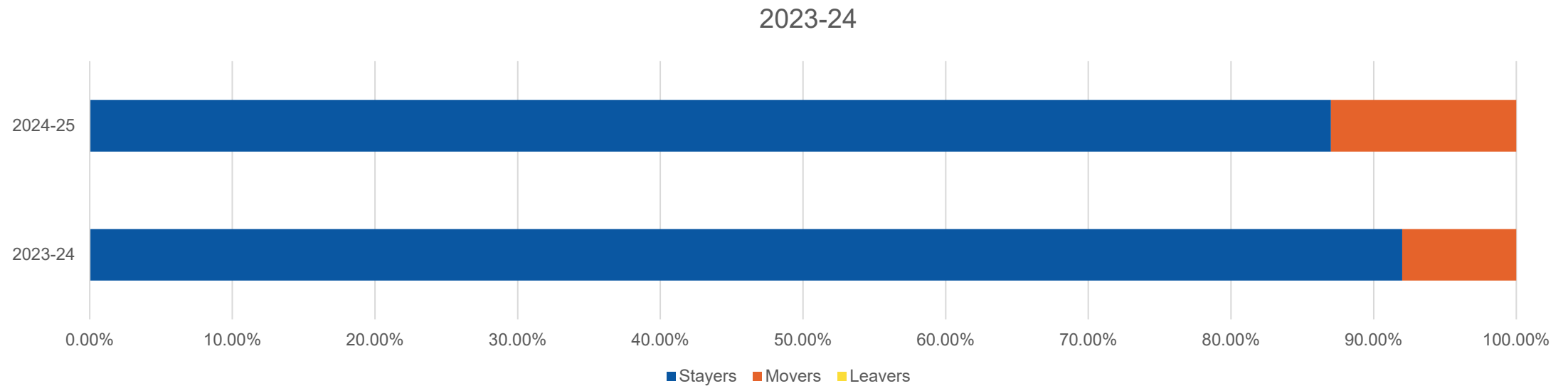
	Stayers	Movers	Leavers
2022-23	93.8%	0%	6.3%
2023-24	80%	6.67%	13.3%
2024-25	96.2%	3.85%	0%

2022-23



2023-24 KSD Teacher Cohort

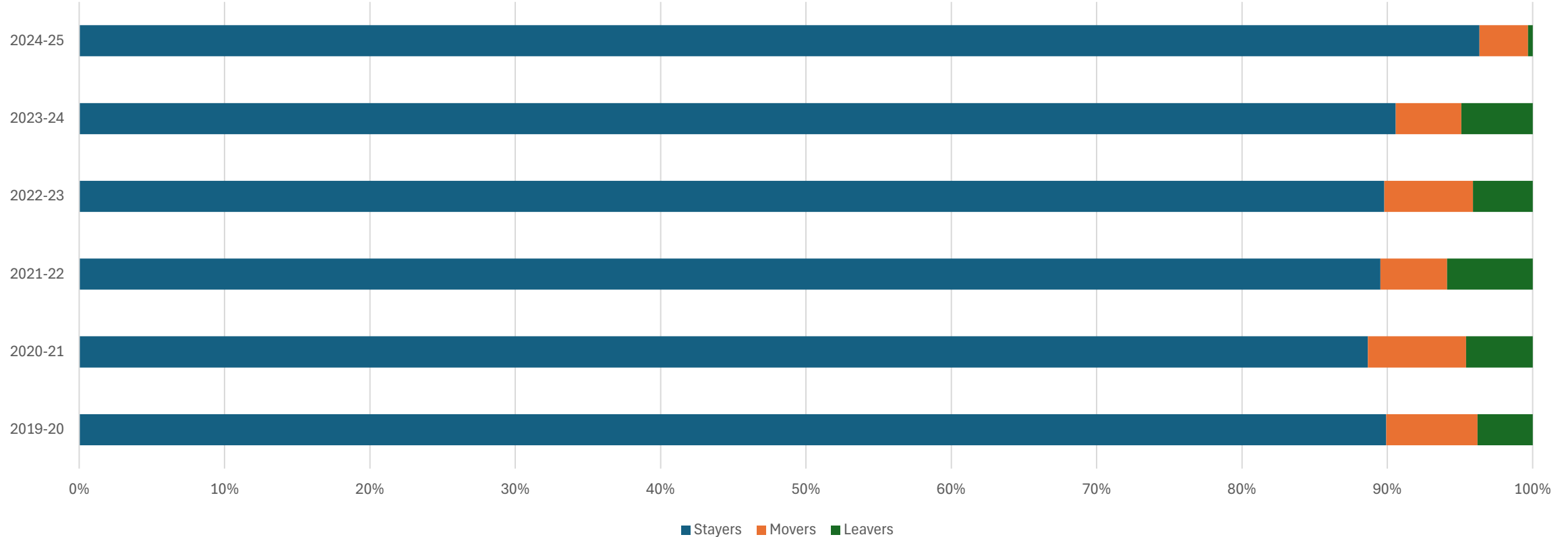
	Stayers	Movers	Leavers
2023-24	92%	8%	0%
2024-25	87%	13%	0%



2019-20 to 2024-25 Total

95.3%
retention rate
for 2023-24

2019-20 to 2024-25



Note: 2024-25 data is to date

Ongoing Annual Recruiting Strategies



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

Ongoing Support and Retention Strategies



- Peer Assistance and Resource (PAR) program
 - *Three Consulting Peer Educators serving 62 KSD educators in their first and second year of teaching*
- Professional Learning Communities

New Recruiting, Support, and Retention Strategy

Washington Education Association-Apprenticeship Residency in Teaching (WEA-ART)



WEA ART provides:

- Assessment & certification fees
- Coursework & curriculum materials
- Fingerprinting & Clearance fees
- Summer Institutes
- Yearlong mentored residency & support
- Up to 900 clock hours
- Classroom materials reimbursement
- Ongoing connection & support



School District provides:

- Paid yearlong, mentored residency (at least \$40,000 + Benefits)
- Placement in various instructional rounds
- Technology
- Employment interviews
- Conditional job offer
- Ongoing support



Candidate/Resident commits:

- Tuition payments totals up to \$5000
- Attendance Summer Institutes, yearlong residency, regional cohort meetings
- 3-year employment commitment to district
- Cohort participation

WEA-ART Program

18-months/2,000 hours on-the-job learning

School Year 1 Paraeducator	Summer	School Year 2 Residency			1 w e e k
Rotation 1 Jan-June	7 weeks	Rotation 2	Rotation 3	Rotation 4	
18 weeks		12 weeks	12 weeks	12 weeks	

Staff Value, Voice, and Recognition



Staff-Focused Goal

Performance Indicators and Targets

Strategic Goal: All Staff Members are Safe, Respected and Valued Professionals			Results				
Focus	Indicator	Target	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
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Staff safety, collaboration, and value	% of staff indicating they work in safe and positive environments, collaborate with colleagues, and feel valued.	% is $\geq 90\%$ each year	91%	90%			
Staff retention	% healthy, functional retention rate	% is $\geq 90\%$ each year	*	*			

Annual Staff Survey



Designed to help assess areas of strength and areas for improvement, aligned with our staff-focused strategic goal

- Spring 2021: 1,163 staff responses
- Spring 2022: 1,550 staff responses
- Spring 2023: 1,627 staff responses
- Spring 2024: 1,311 staff responses
- Spring 2025: Survey deployed April 7

All Staff Survey Questions



Response Scale:

- *Strongly agree*
- *Agree*
- *Disagree*
- *Strongly disagree*

1. I feel like I'm a part of my building/department
2. I feel connected to my co-workers
3. I know what my supervisor expects of me
4. I feel safe at work
5. I have opportunities to connect with colleagues
6. I am provided opportunities to learn and grow in my job
7. I feel a sense of belonging at work
8. My supervisors value my feedback
9. My supervisors are invested in the success of the team
10. My co-workers and I are held to high standards of professionalism and performance
11. I am happy at work
12. I am included in the activities of my building/department
13. I find my work meaningful
14. I am treated with respect in my job
15. My job utilizes my skills and abilities
16. I feel like we have a positive culture in my building/department

Survey Highlights

All Staff Questions

Question	2024 Results <i>% strongly agree/agree</i>	2023 Results <i>% strongly agree/agree</i>	2022 Results <i>% strongly agree/agree</i>
I feel safe at work	85.51%	85.56%	88.58%
I am happy at work	85.35%	87.52%	83.22%
I feel a sense of belonging at work	86.27%	88.26%	73.09%*
I am provided opportunities to learn and grow in my job	85.59%	86.67%	81.29%
My supervisors value my feedback	80.78%	83.16%	76.65%
My co-workers and I are held to high standards of professionalism and performance	86.42%	86.90%	83.91%
I know what my supervisor expects of me	90.54%	90.66%	88.52%

*Reverse wording on 2022 survey

Additional Questions for Instructional Staff



Response Scale:

- *Strongly agree*
- *Agree*
- *Disagree*
- *Strongly disagree*

1. My school has high expectations for student academics
2. My school has high expectations for student behavior
3. The adults at my school respect students
4. The students at my school respect adults
5. I believe every student, regardless of their background and life circumstances, is capable of success
6. My colleagues believe every student, regardless of their background and life circumstances, is capable of success
7. My students have the opportunity to learn digital citizenship, social, life and employment skills as outlined in the KSD Learner Profile
8. I feel I have a voice in school/department decisions
9. I participate in formal collaborative conversations with my colleagues in my grade level or subject area
10. At my school we regularly used data to inform decisions
11. I have the opportunity to learn and implement best practices at my school
12. My supervisor is responsive to feedback
13. My supervisor frequently visits my classroom
14. My supervisor frequently provides me with feedback about my instructional/professional practice
15. My supervisor supports my professional learning community, collaboration time, or department team meetings to discuss student growth

Survey Highlights

Instructional Staff Questions

Question	2024 Results <i>% strongly agree/agree</i>	2023 Results <i>% strongly agree/agree</i>	2022 Results <i>% strongly agree/agree</i>
My school has high expectations for student academics	85.07%	85.29%	--
My school has high expectations for student behavior	71.83%	72.53%	--
The adults at my school respect students	91.98%	93.52%	--
The students at my school respect adults	71.20%	71.84%	71.47%
I believe every student, regardless of their background and life circumstances, is capable of success	98.55%	99.44%	--
My colleagues believe every student, regardless of their background and life circumstances, is capable of success	89.07%	88.44%	--
My students have the opportunity to learn digital citizenship, social, life and employment skills as outlined in the KSD Learner Profile	87.10%	87.96%	79.13%

Staff Wellness Committee



Members:

Toni Neidhold – Director of Human Resources (facilitator)
Jesus Barajas – Benefits Specialists
Piper Burris – Paraeducator, Amistad Elementary
Rama Devagupta – Teacher, Southridge High School
Gaby Epperson – Teacher, Eastgate Elementary
Amanda Kerr – School Psychologist
Desiree Martinez –Principal, Highlands Middle School
Margaret Melick – Teacher, Kamiakin High School
Kayla Monroe – Assistant Principal, Kennewick High School
Scott Pfeiffer – Counselor, Ridge View Elementary
Naomi Puckett – Principal, Ridge View Elementary
Brandie Tapia – Teacher, Chinook Middle School
Benet Toon – ASB Secretary, Horse Heaven Hills Middle School

Committee Activities:

- Focus on collecting and sharing information regularly with all staff via email, monthly district newsletters, social media, etc.
- Share access to free mental health supports for all staff and families.
- Collect, review and share additional access to health care benefits from our insurance provider.
- Collect, review and share other physical fitness activities and healthy living ideas with employees.
- Review annual staff survey data and give input on what data might be good to collect in future surveys.

Staff Recognition



KSD KUDOS is a way for staff to recognize outstanding staff members to go above and beyond their job.



- Building level/supervisor level activities
- Formal and informal district level awards
- Board meeting recognition
- “Kudos” and “Shout outs”
- Years of Service Employee Recognition Program
- Annual Retiree celebration

Staff Professional Growth and Performance Evaluation



Teachers/Certificated Staff	Building Administrators	Central Office Administrators
State 8 Criteria/Danielson Framework	State 8 Criteria/AWSP Framework	WASA Framework
<ol style="list-style-type: none"> Centering instruction on high expectations for student achievement Demonstrating effective teaching practices Communicating and collaborating with parents and the school community Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning. 	<ol style="list-style-type: none"> Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff 	<p><u>Effective Leadership</u></p> <ol style="list-style-type: none"> Focus on Student Learning Dynamic and Distributive Leadership Sustained Improvement Efforts <p><u>Quality Teaching and Learning Support</u></p> <ol style="list-style-type: none"> Quality Classroom Instruction Coordinated and Aligned Curriculum and Assessment Coordinated and Job-Embedded Professional Development <p><u>System-Wide Improvement</u></p> <ol style="list-style-type: none"> Effective Use of Data Strategic Allocation of Resources Policy and Program Coherence <p><u>Clear and Collaborative Relationships</u></p> <ol style="list-style-type: none"> Professional Culture and Collaborative Relationships Clear Understanding of School and District Roles and Responsibilities Engaging the Community and Managing External Environment

Danielson Domains

- 1. Planning and Preparation**
- 2. Learning Environments**
- 3. Learning Experiences**
- 4. Principled Teaching**

AWSP Criteria

- 1. Creating a Culture**
- 2. Ensuring School Safety**
- 3. Planning with Data**
- 4. Aligning Curriculum**
- 5. Improving Instruction**
- 6. Managing Resources**
- 7. Engaging Families & Communities**
- 8. Closing the Gap**

Superintendent	Board of Directors
Washington Standards-Based Framework	Washington School Board Standards
<ol style="list-style-type: none"> Mission, Vision, and Core Values: Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of <i>each</i> student. Equity and Cultural Responsiveness: Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote <i>each</i> student's academic success and well-being. Curriculum, Instruction, and Assessment: Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote <i>each</i> student's academic success and well-being. Community of Care and Support for Students: Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of <i>each</i> student. Professional Capacity of School Personnel: Effective educational leaders develop the professional capacity and practice of school personnel to promote <i>each</i> student's academic success and well-being. Meaningful Engagement of Families and Community: Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote <i>each</i> student's academic success and well-being. Operations and Management: Effective educational leaders manage school operations and resources to promote <i>each</i> student's academic success and well-being. Collaboration with the Board: Effective educational develop positive working relationships and procedures that help the board of directors to promote <i>each</i> student's academic success and well-being. 	<ol style="list-style-type: none"> Responsible School District Governance Communication of and Commitment to High Expectations for Student Learning Creating Conditions District-wide for Student and Staff Success Holding the District Accountable for Student Learning Engagement of the Community in Education

Professional Growth and Evaluation Process



Reflection and self-
assessment using
framework



Goal setting with
supervisor



Observation and
formative feedback



Data analysis and
review with supervisor



Summative written
evaluation

New Web-Based Tool

Supporting Teacher-Principal Evaluation Program (TPEP)



- Request for proposals released November 2024
- Committee of district/building level administrators reviewed submittals and piloted programs
- Committee choose Pivot from Five Star Technologies
- System training: Summer 2025

Evaluation Training for Classified Supervisors

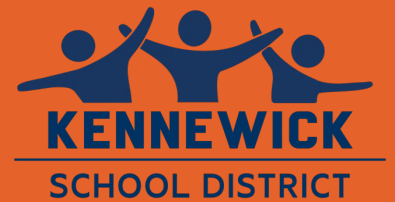
- Effective professional growth and evaluation processes
- Consistency of expectations
- Appropriate completion/compliance
- Ongoing assistance and oversight



Board Comments and Questions

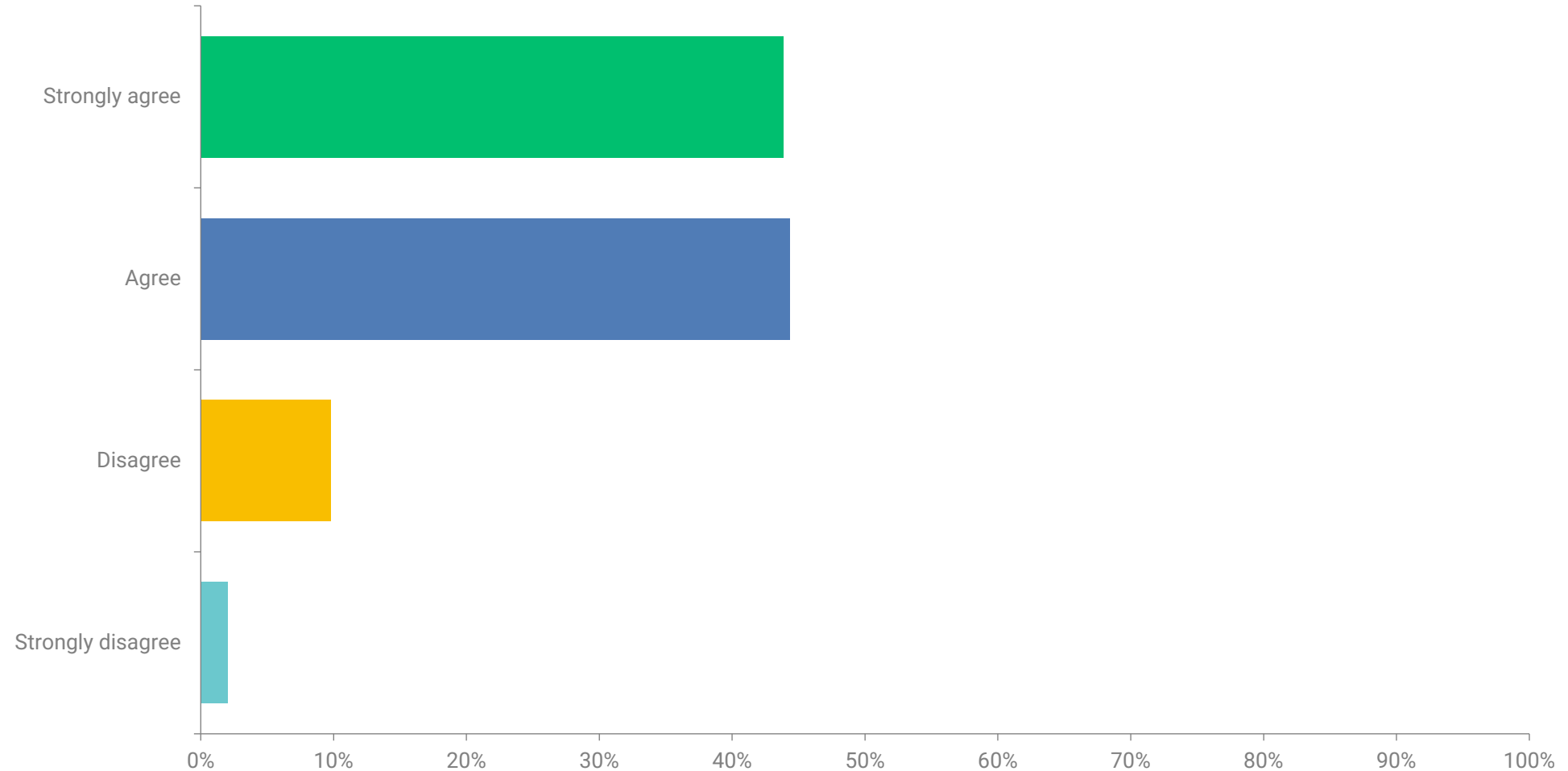


Appendix A: 2024 Annual Staff Survey Results



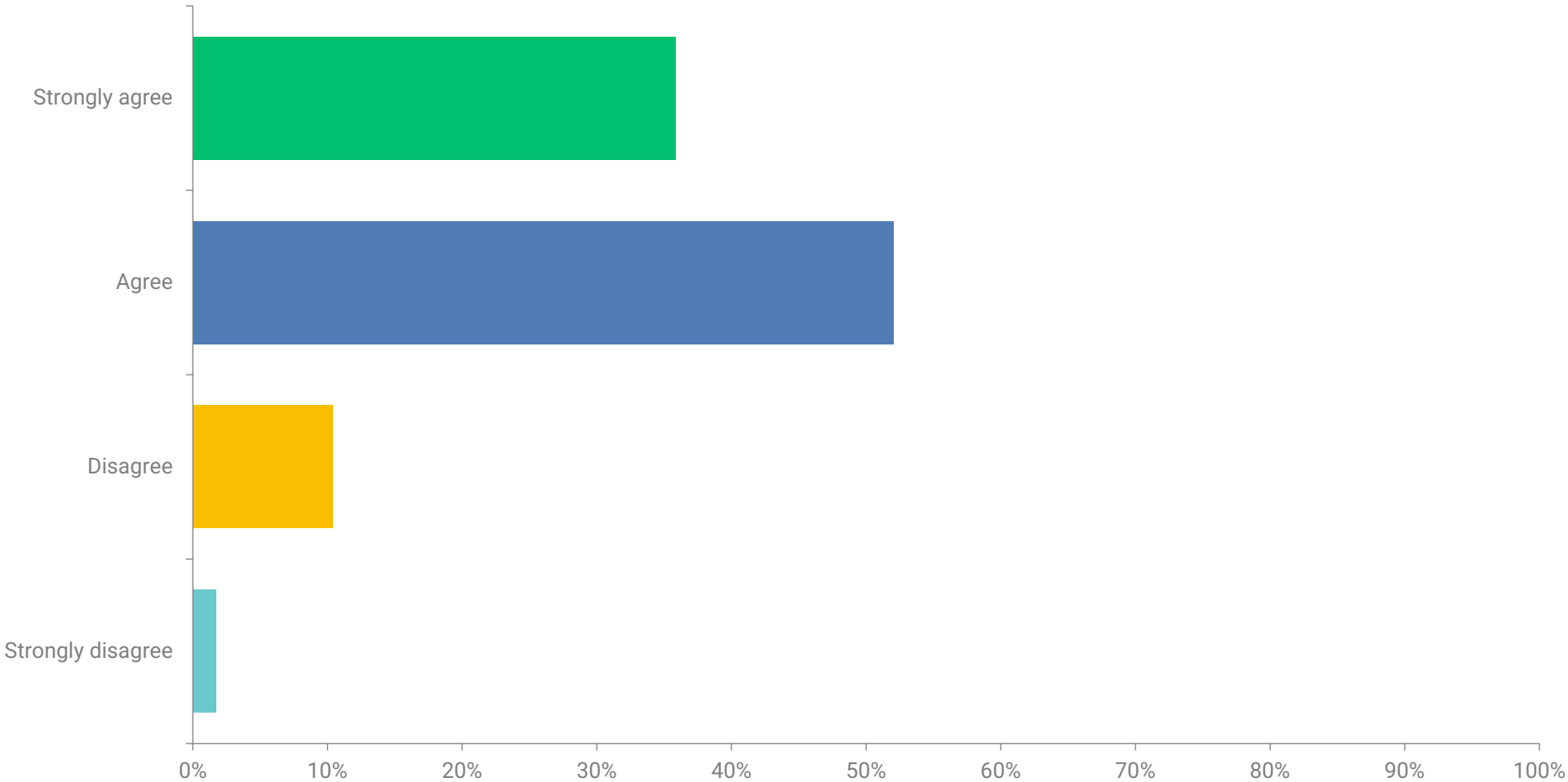
Q1: I feel like I am a part of my building/department

• Answered: 1311



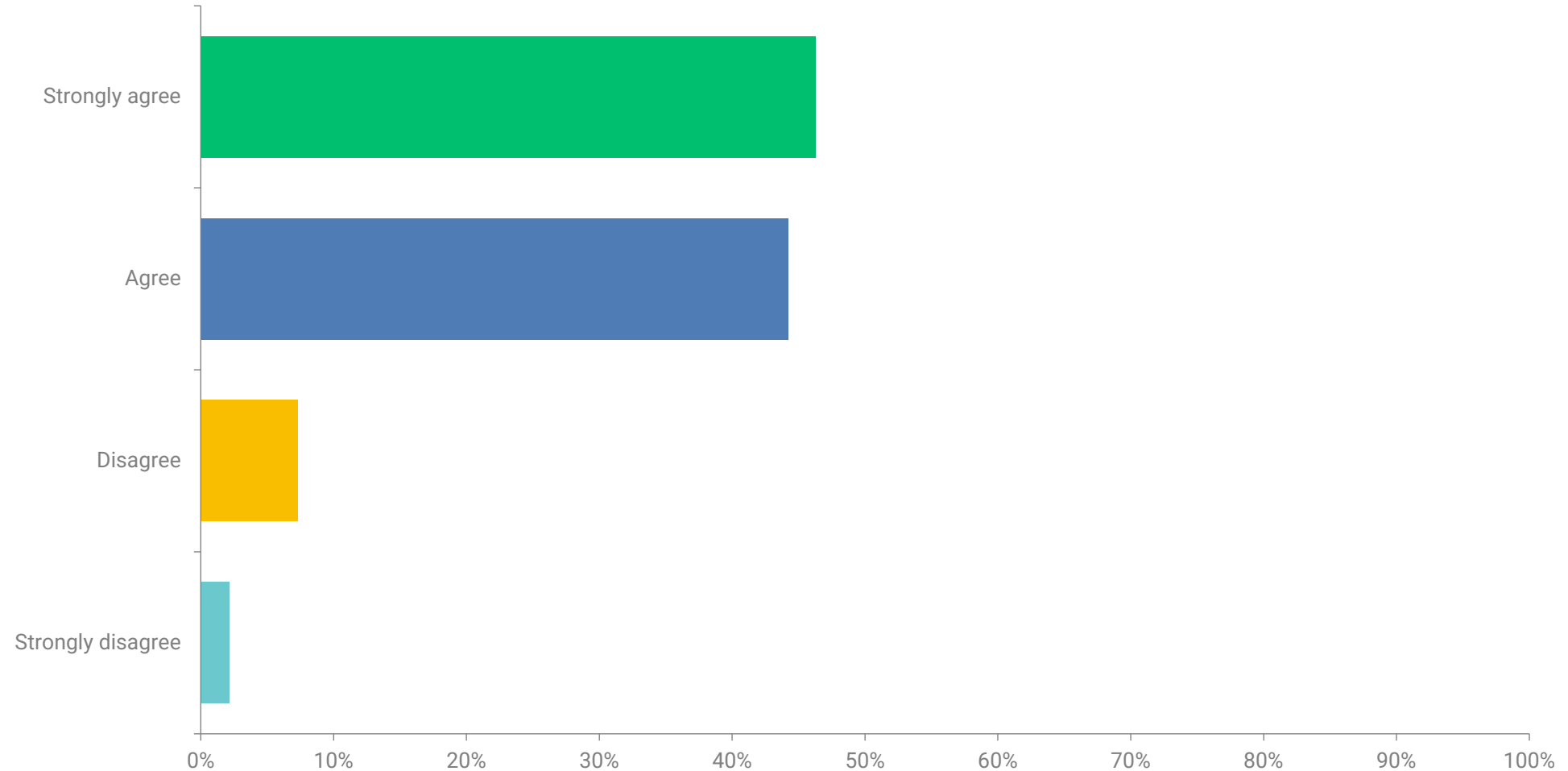
Q2: I feel connected to my co-workers

• Answered: 1311



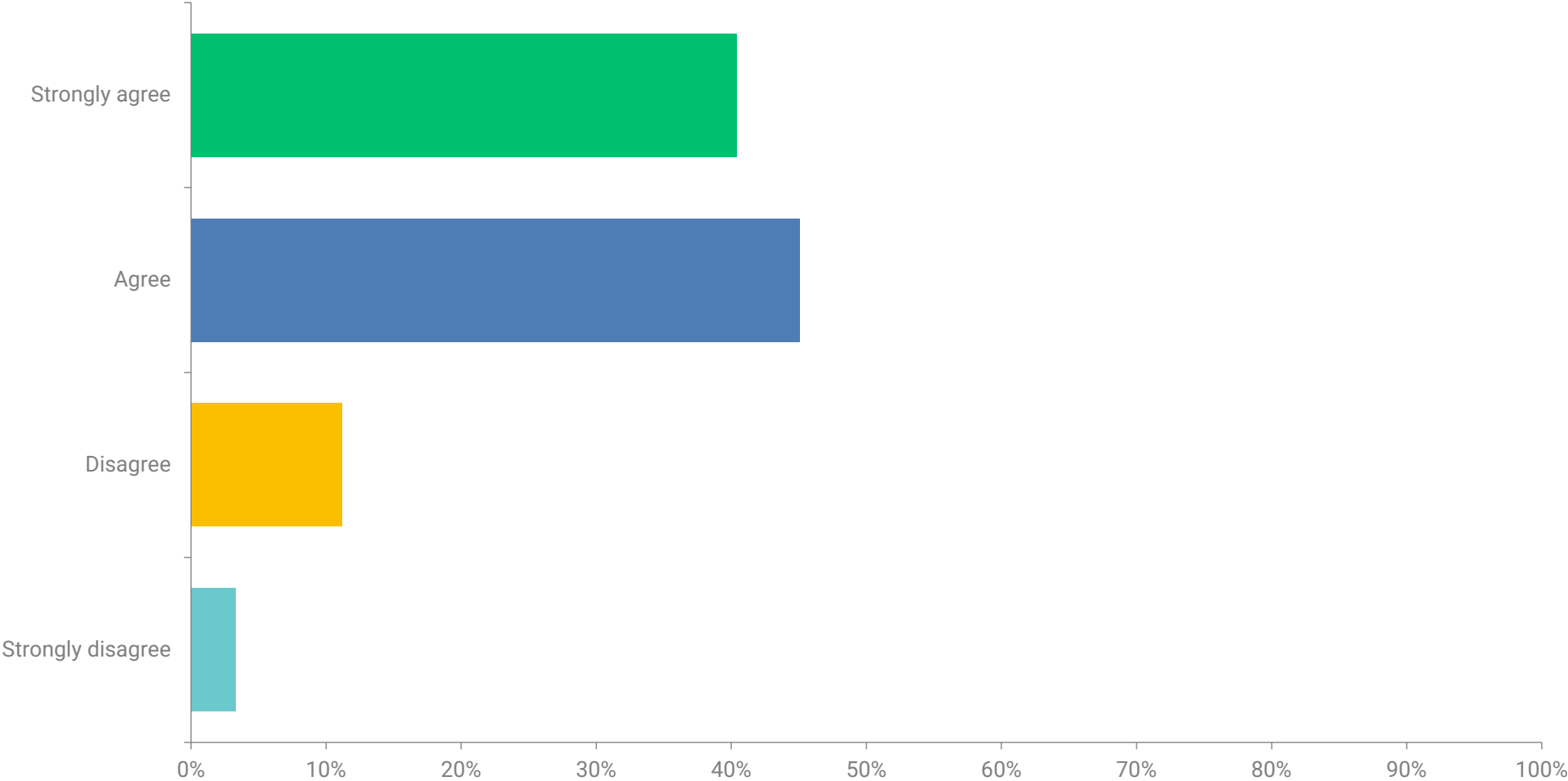
Q3: I know what my supervisor expects of me

• Answered: 1311



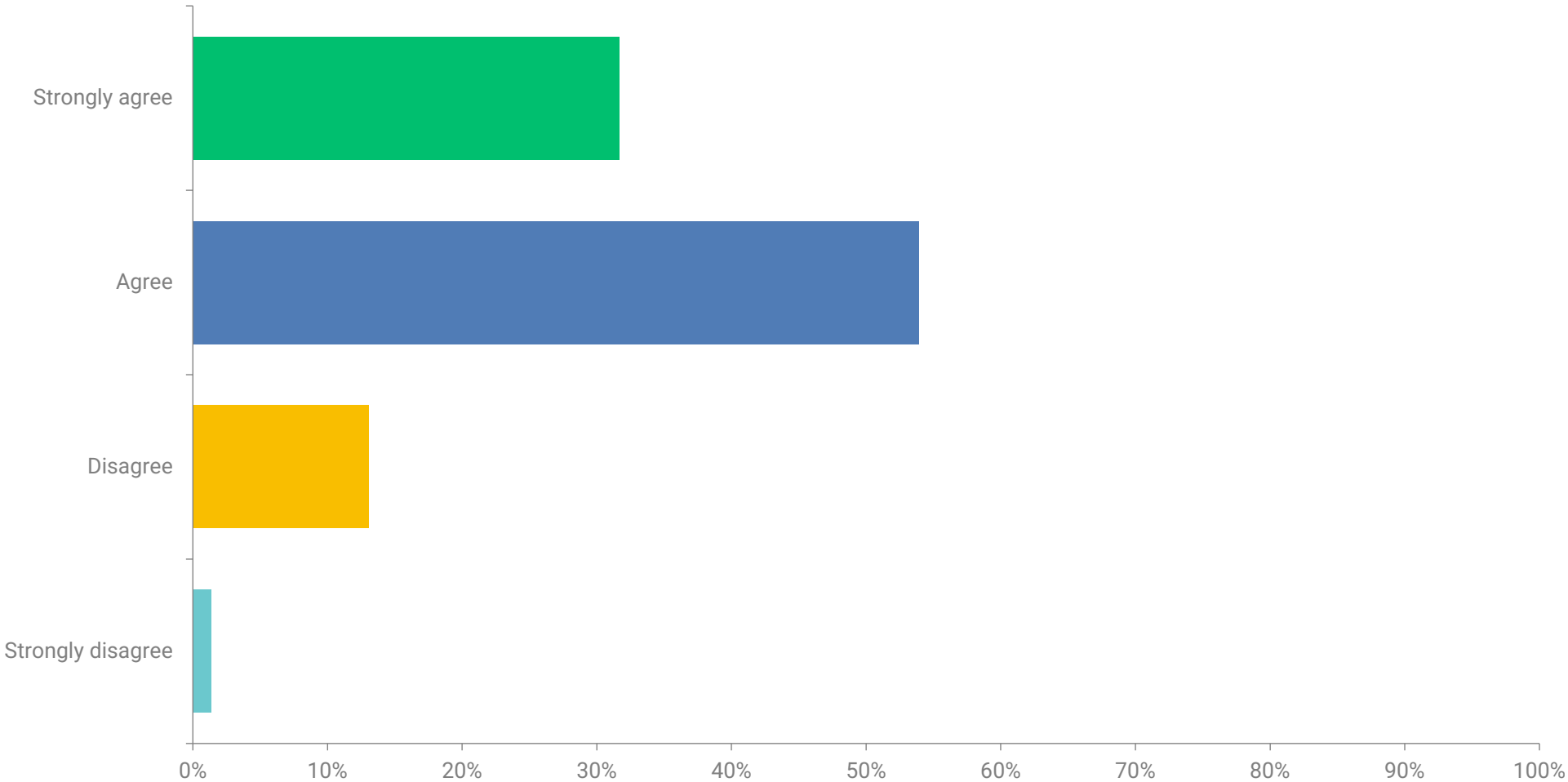
Q4: I feel safe at work

• Answered: 1311



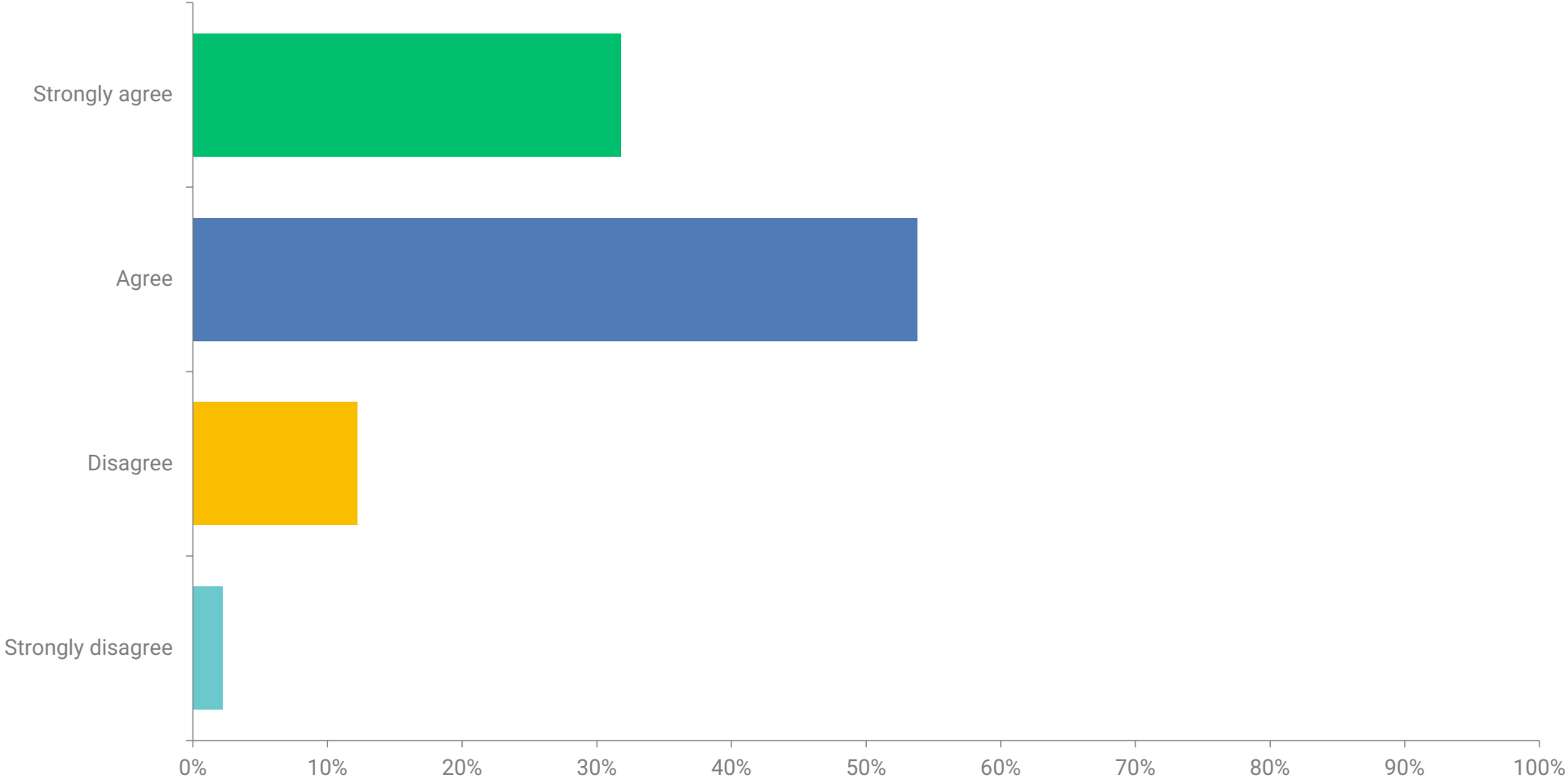
Q5: I have opportunities to connect with colleagues

• Answered: 1311



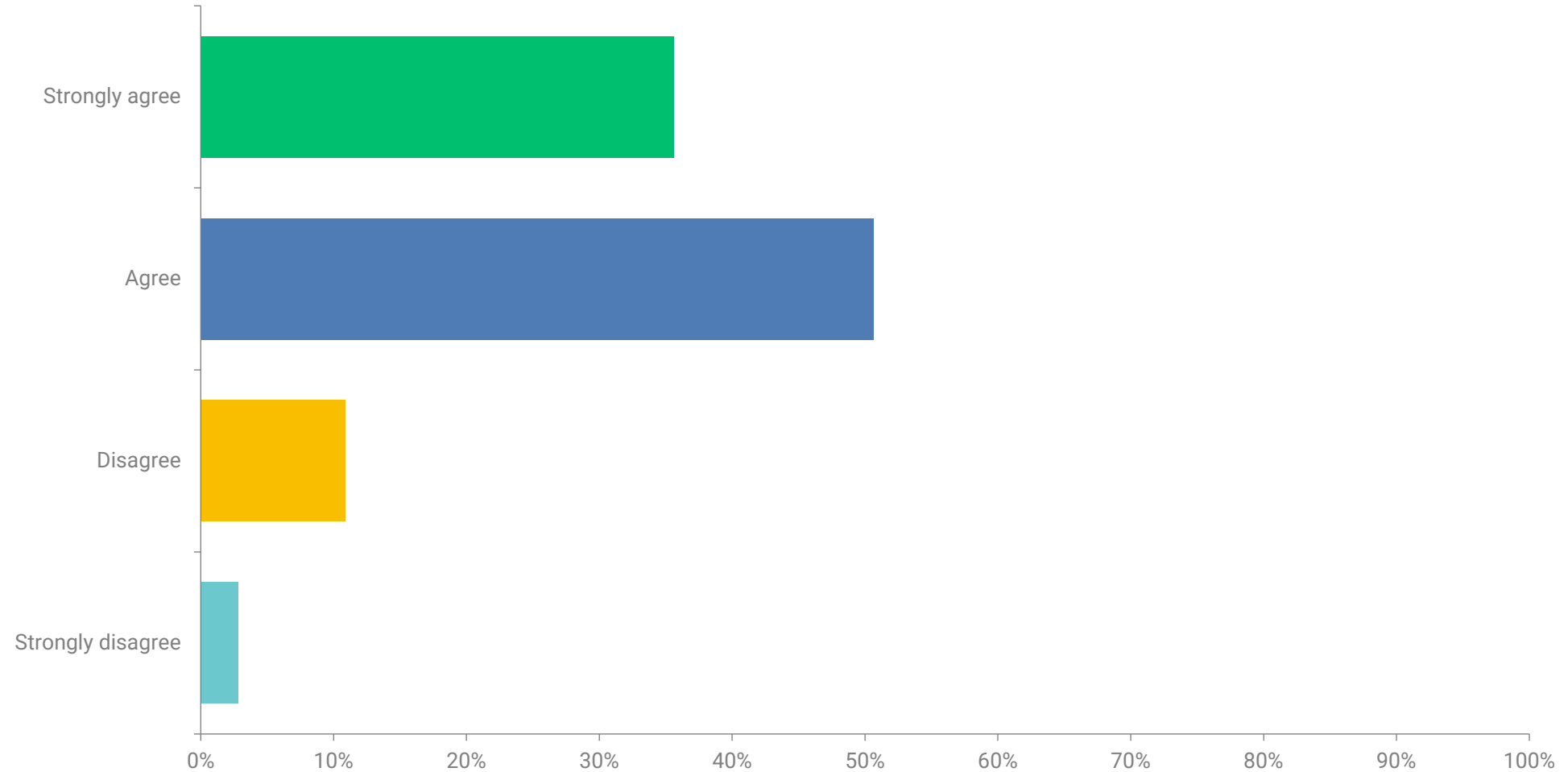
Q6: I am provided opportunities to learn and grow in my job

• Answered: 1311



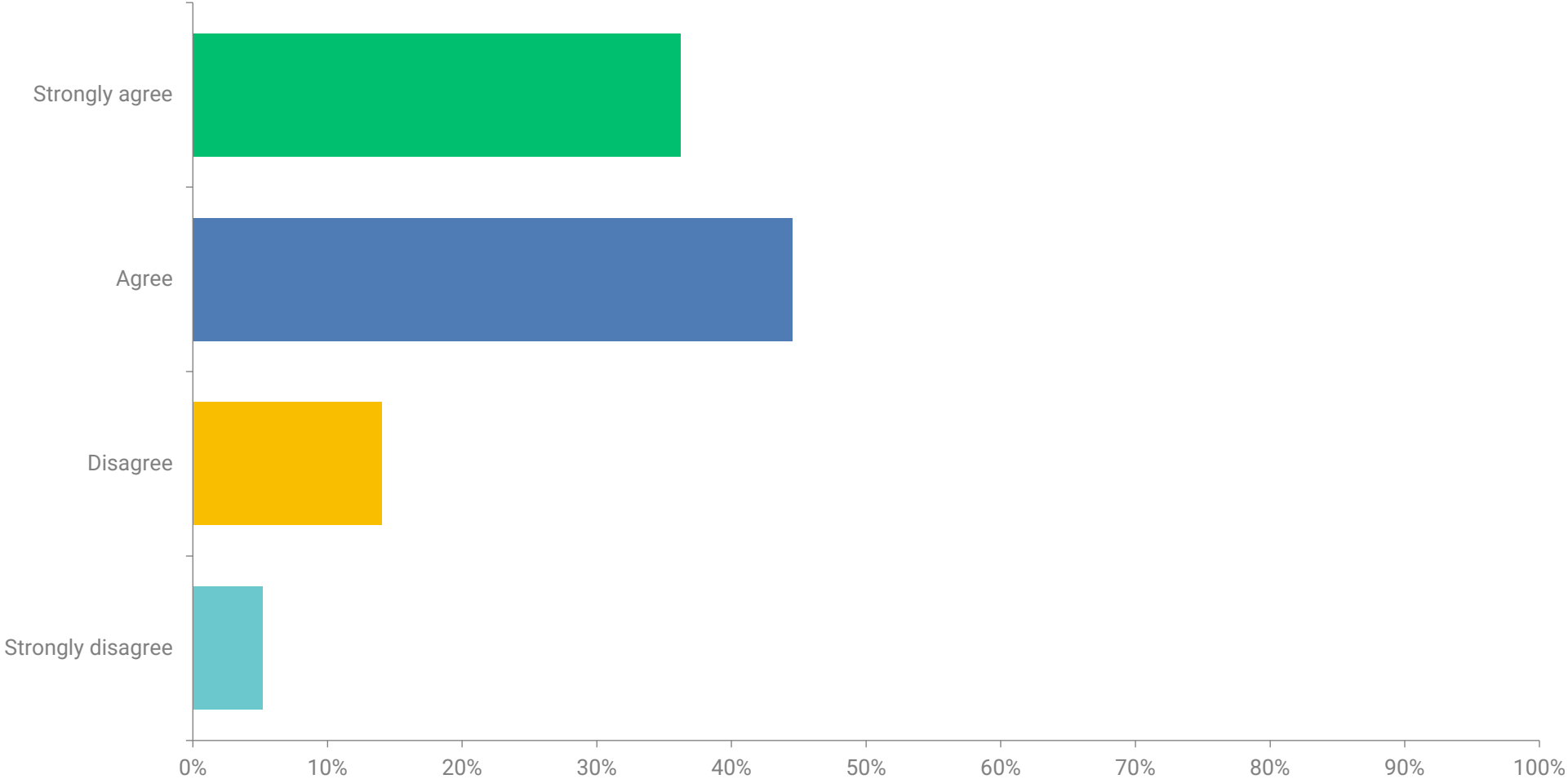
Q7: I feel a sense of belonging at work

• Answered: 1311



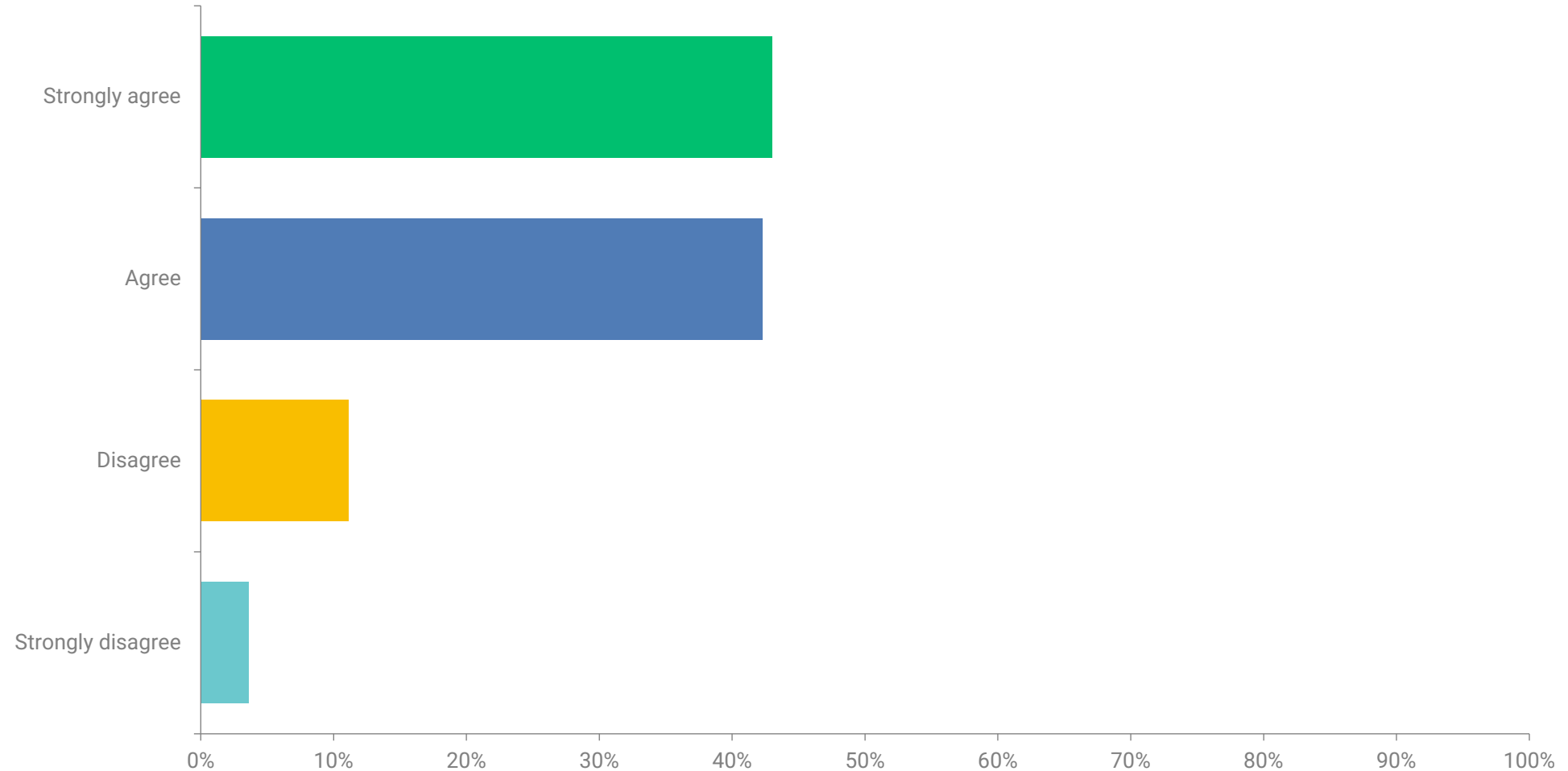
Q8: My supervisors value my feedback

• Answered: 1311



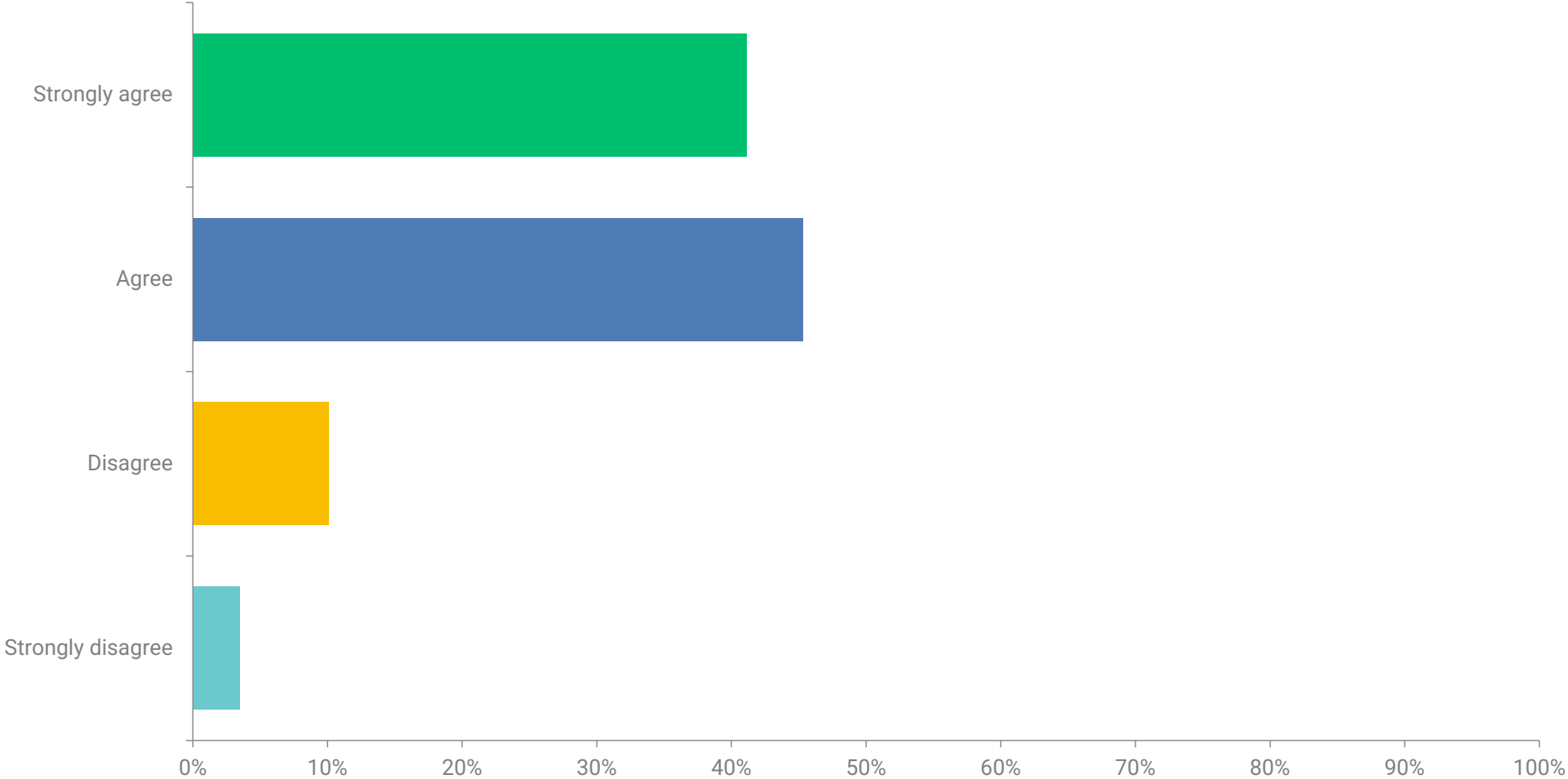
Q9: My supervisors are invested in the success of the team

• Answered: 1311



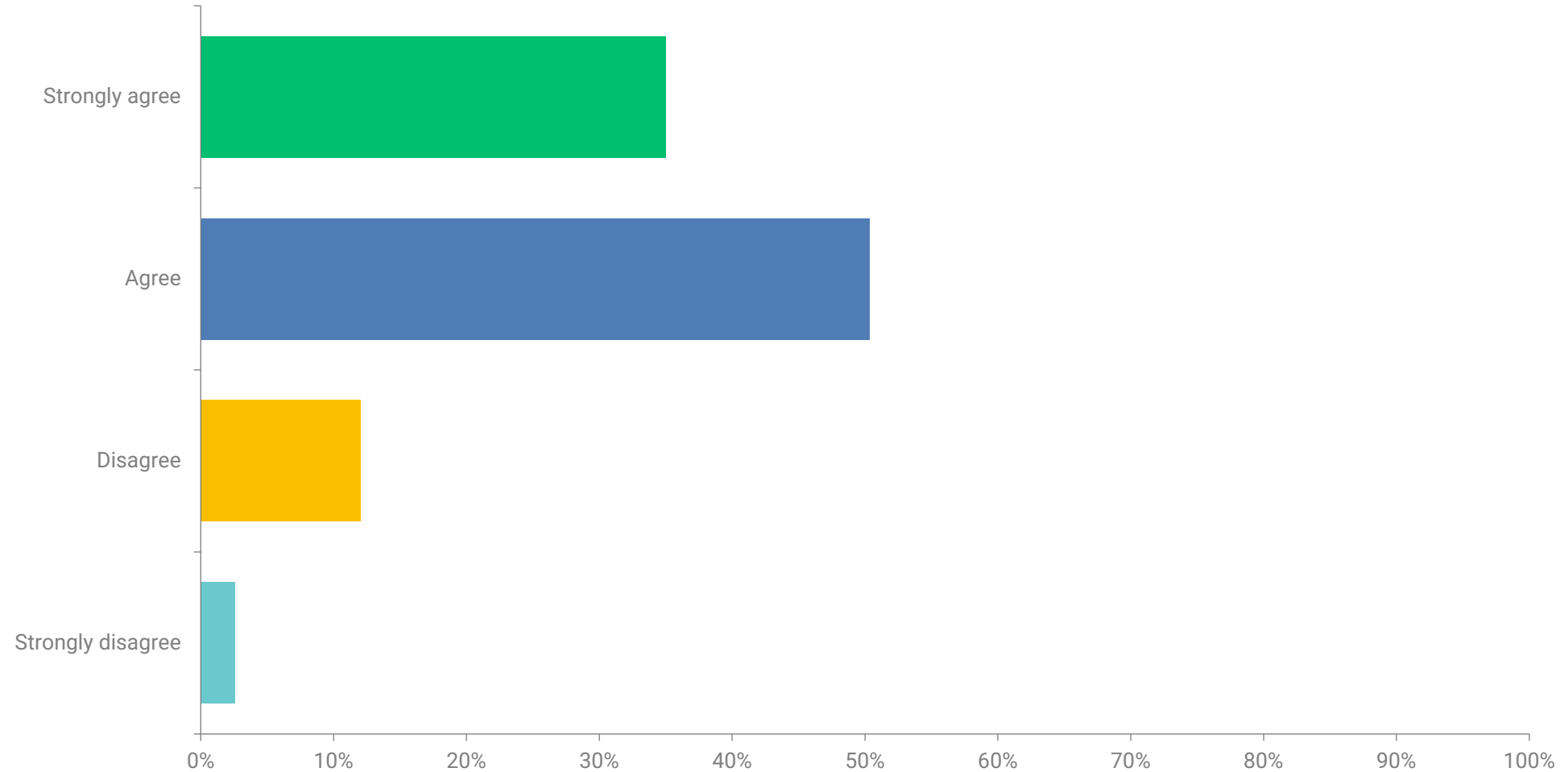
Q10: My co-workers and I are held to high standards of professionalism and performance

• Answered: 1311



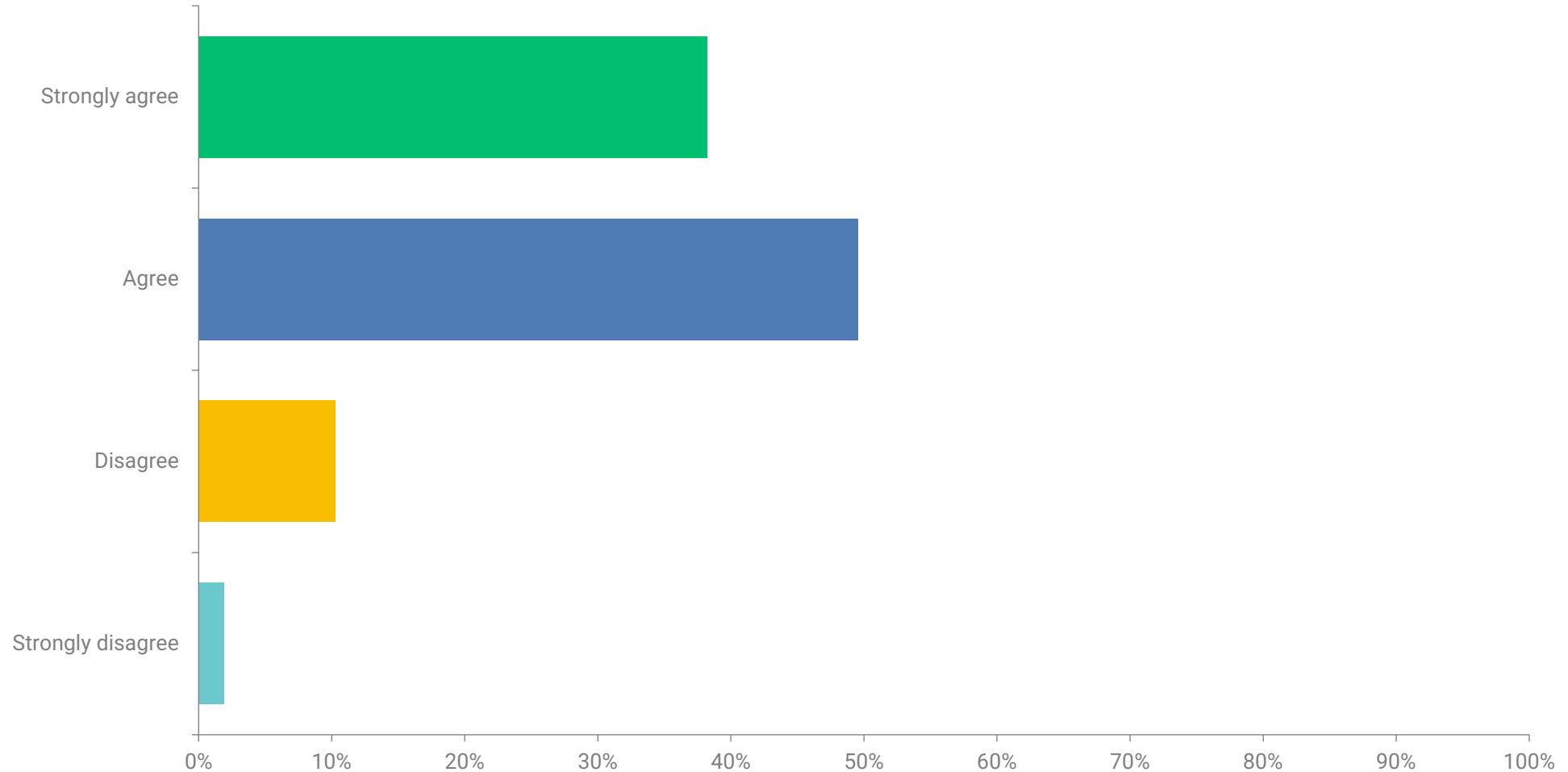
Q11: I am happy at work

• Answered: 1311



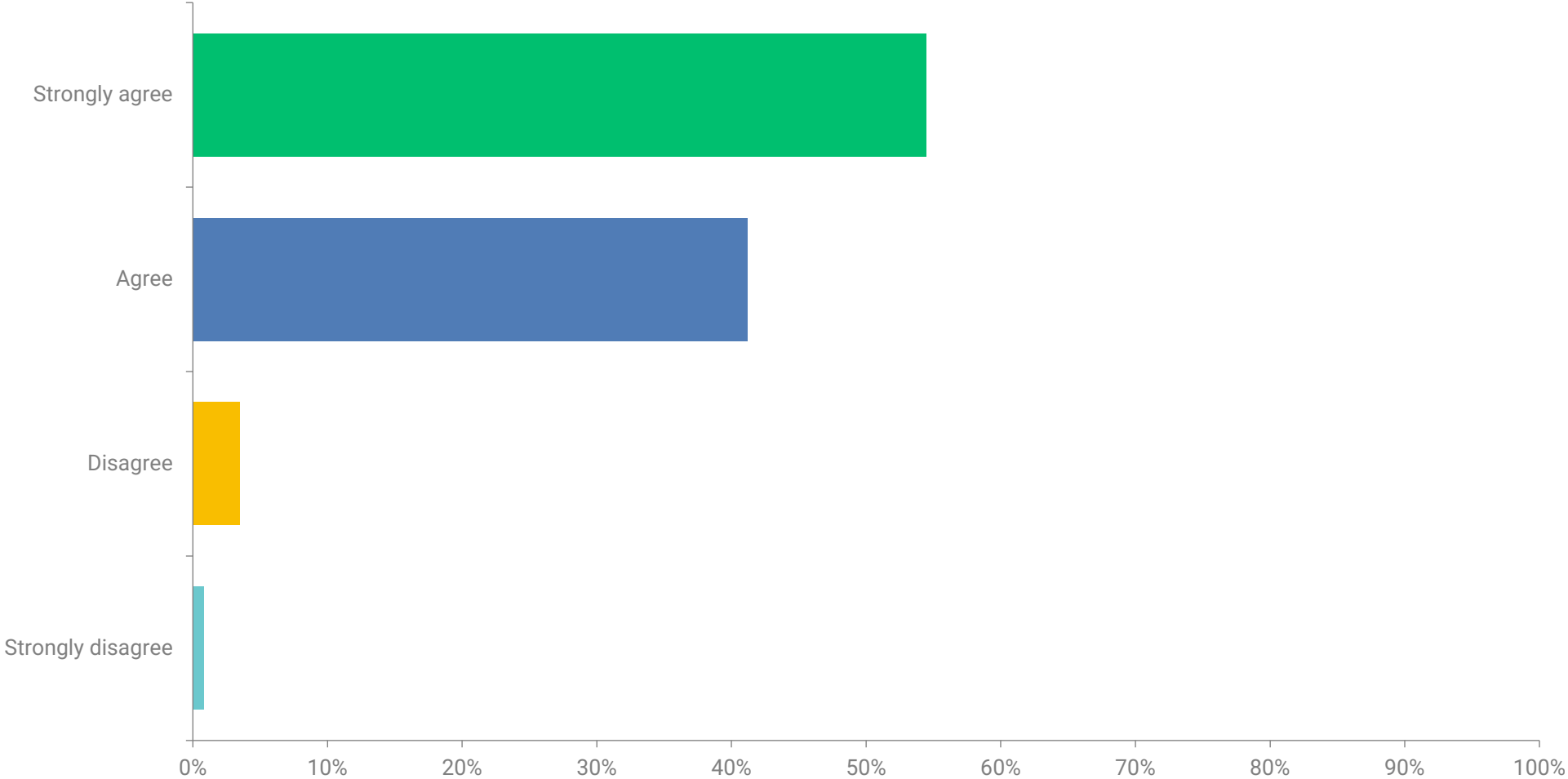
Q12: I am included in the activities of my building/department

• Answered: 1311



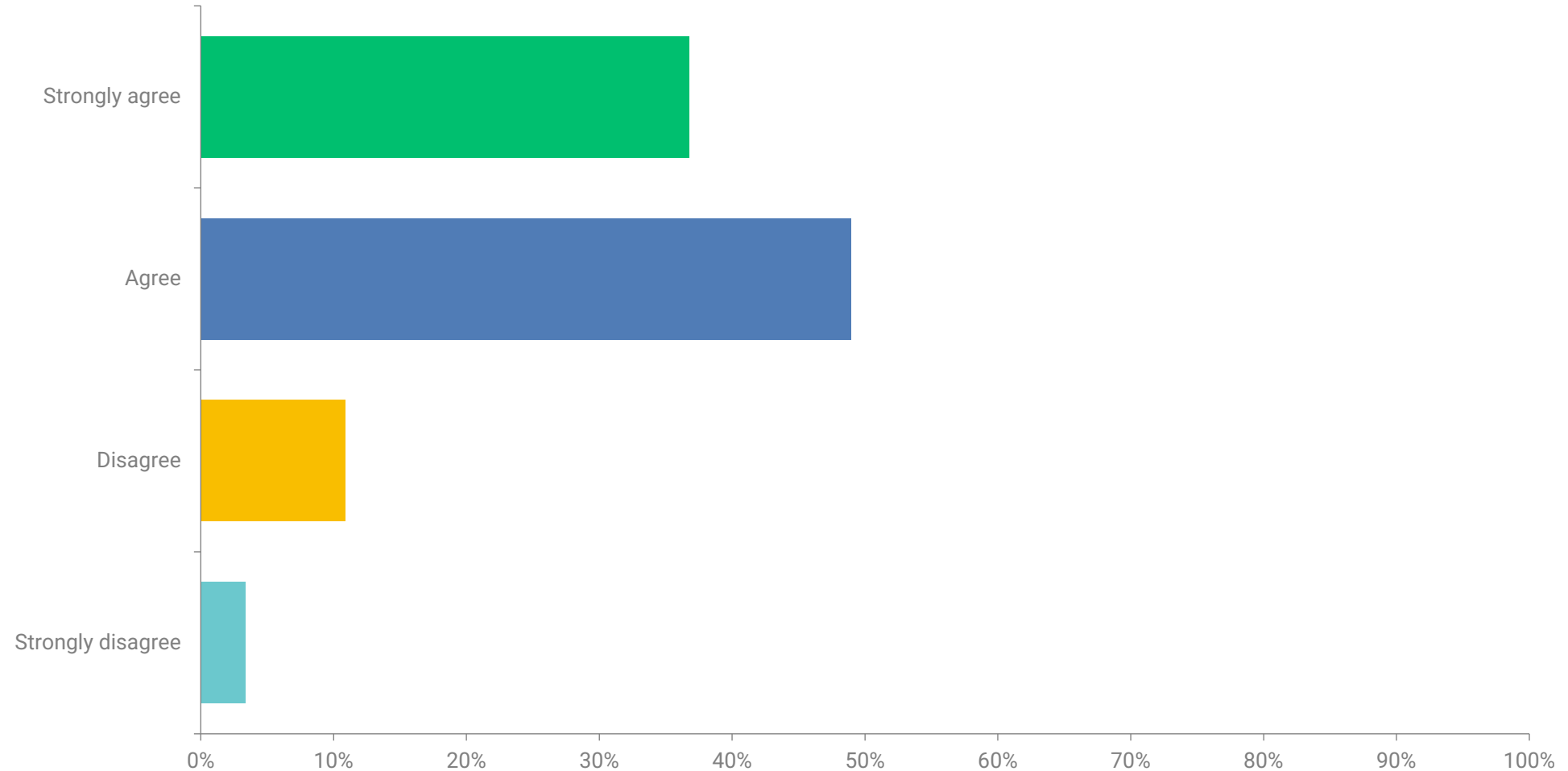
Q13: I find my work meaningful

• Answered: 1311



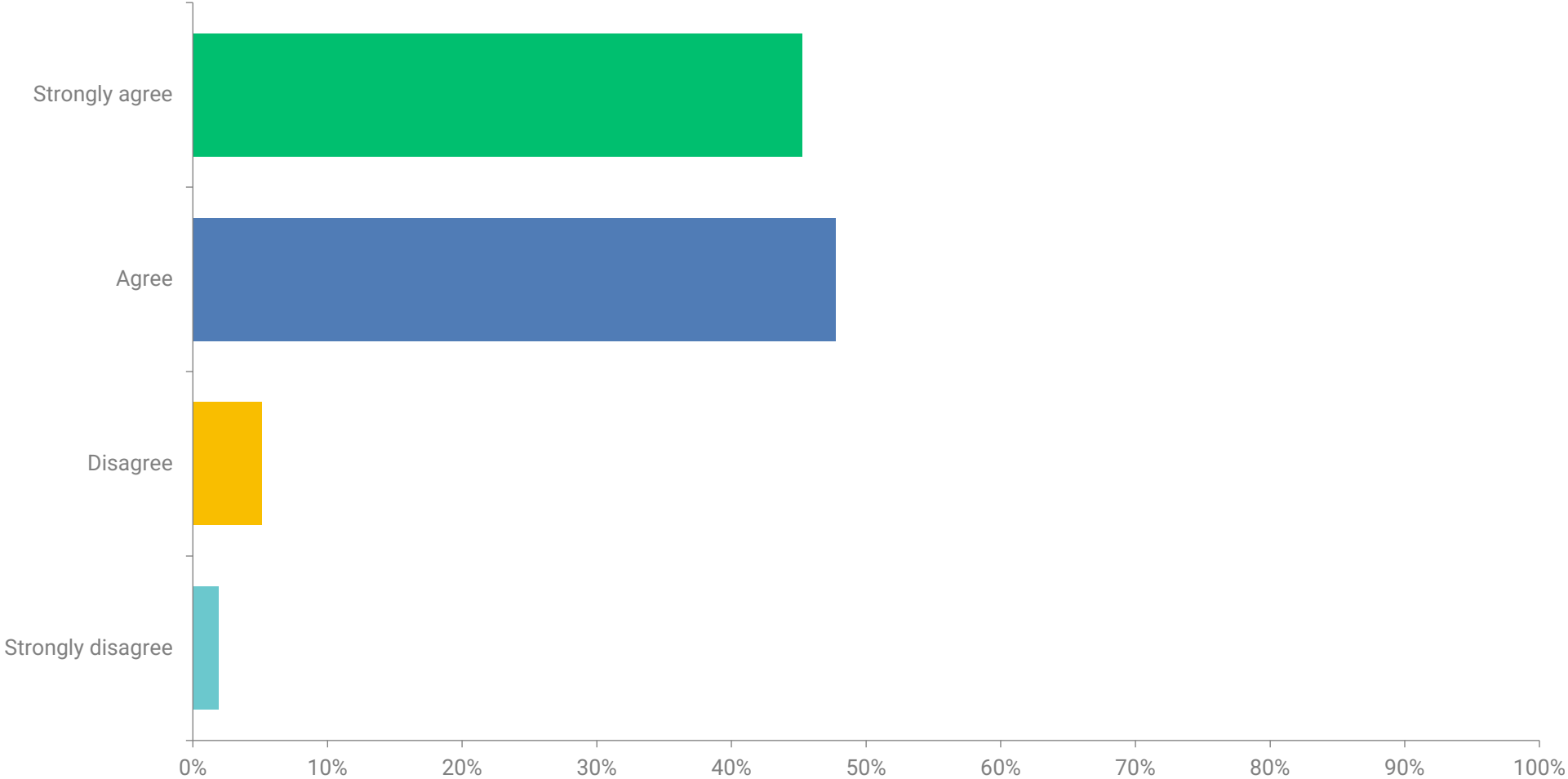
Q14: I am treated with respect in my job

• Answered: 1311



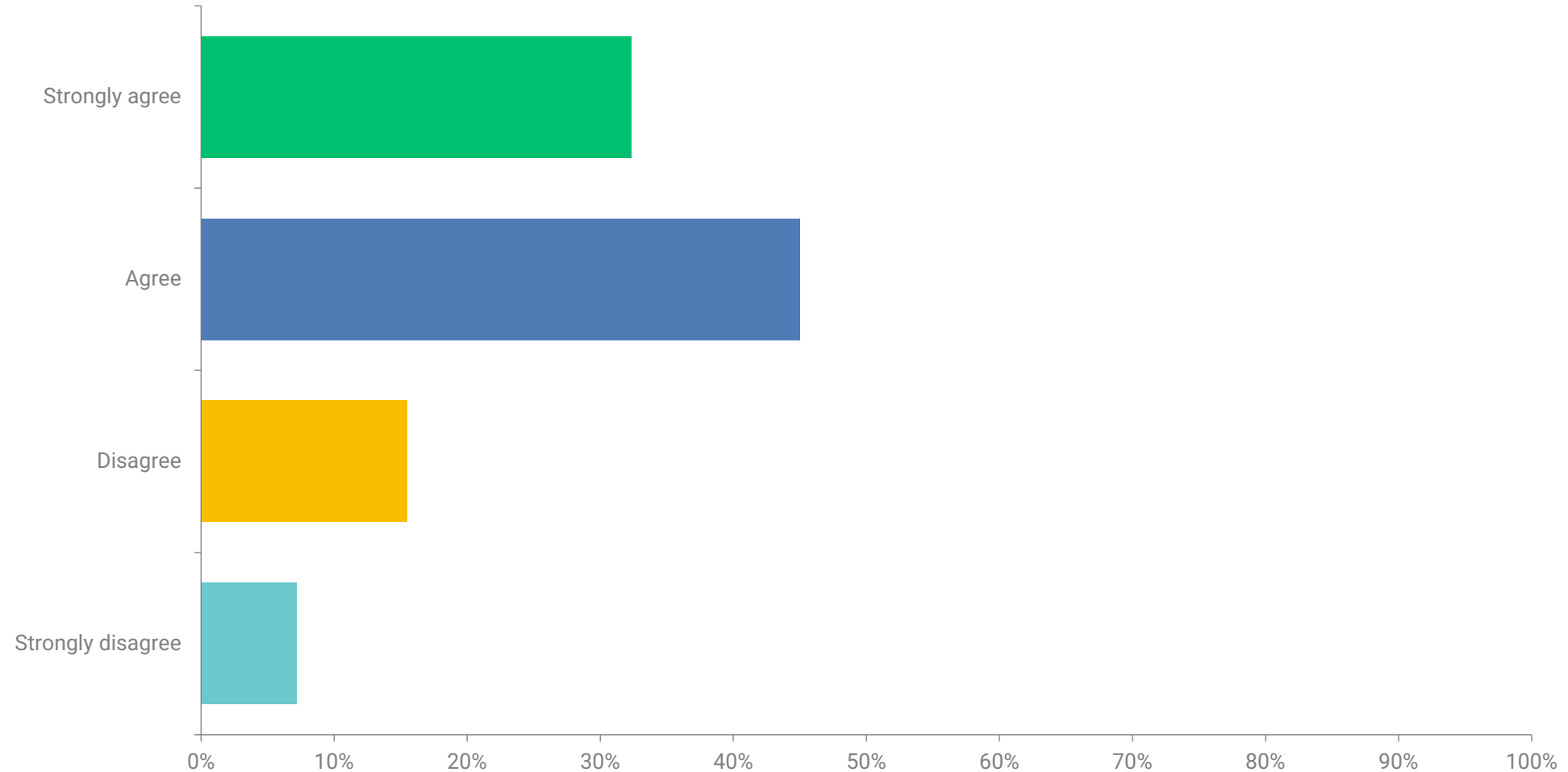
Q15: My job utilizes my skills and abilities

• Answered: 1311

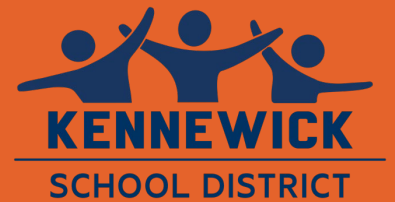


Q16: I feel like we have a positive culture in my building/department

• Answered: 1311

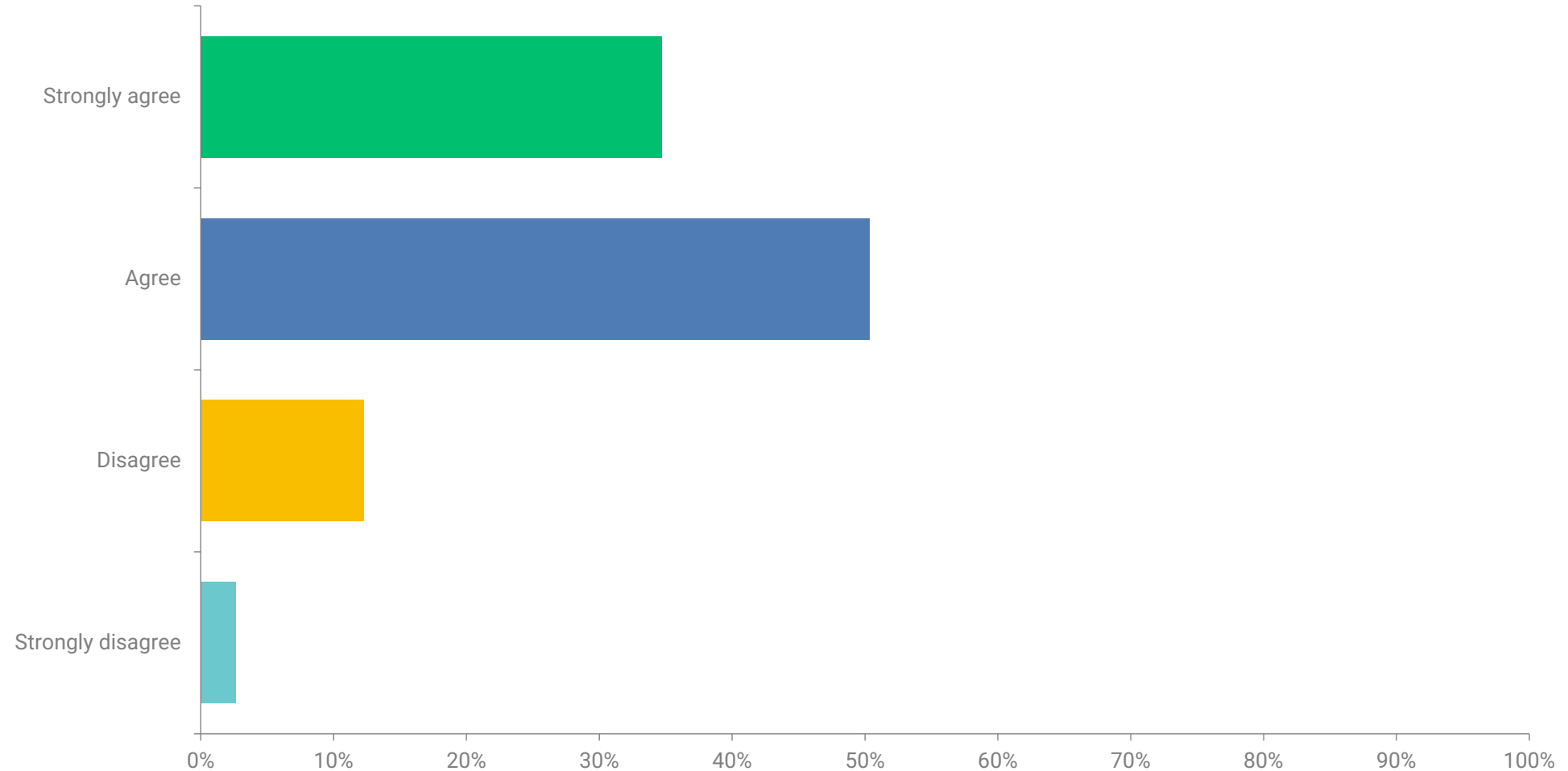


Additional Questions for Instructional Staff



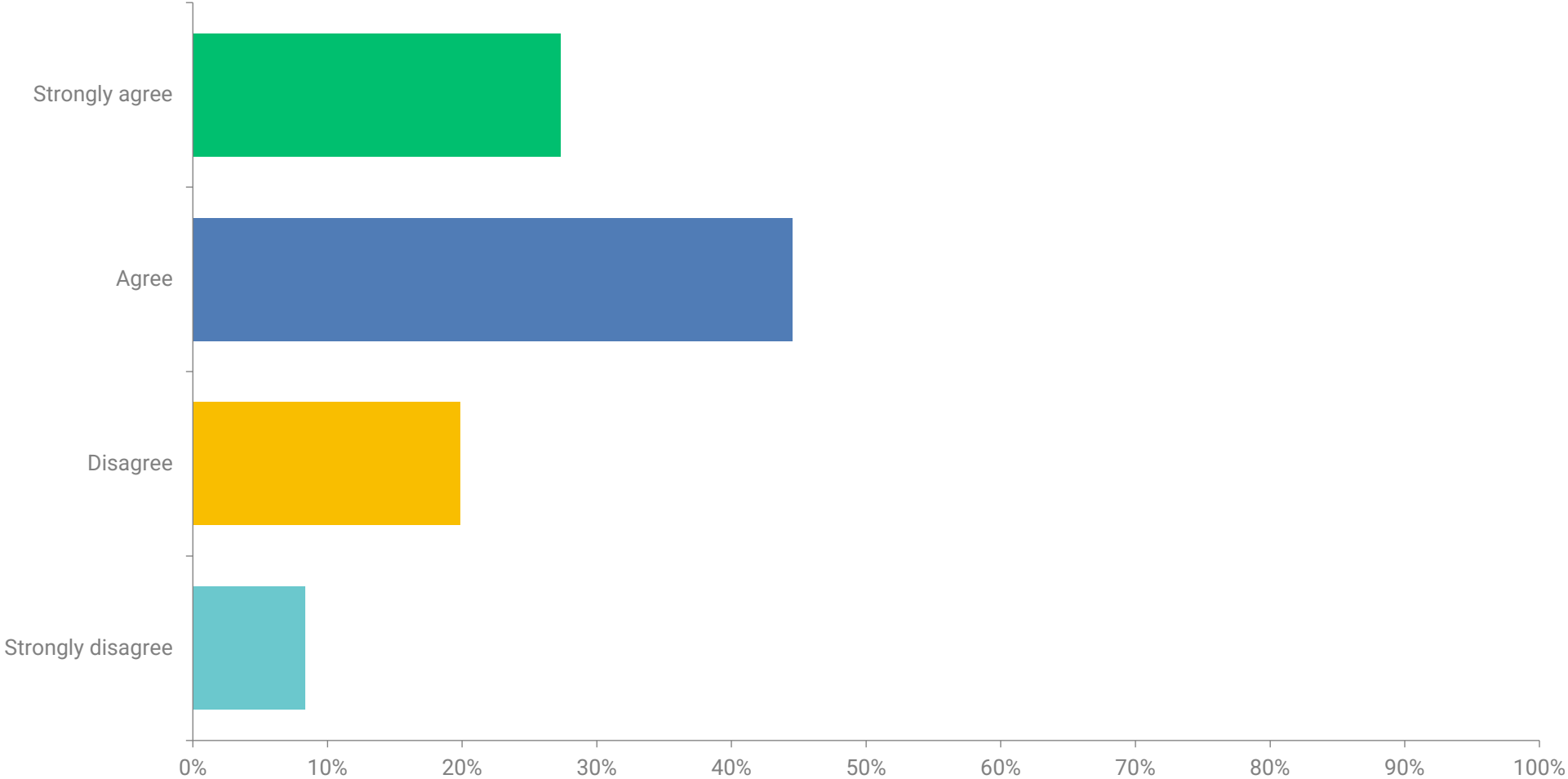
Q21: My school has high expectations for student academics

• Answered: 683



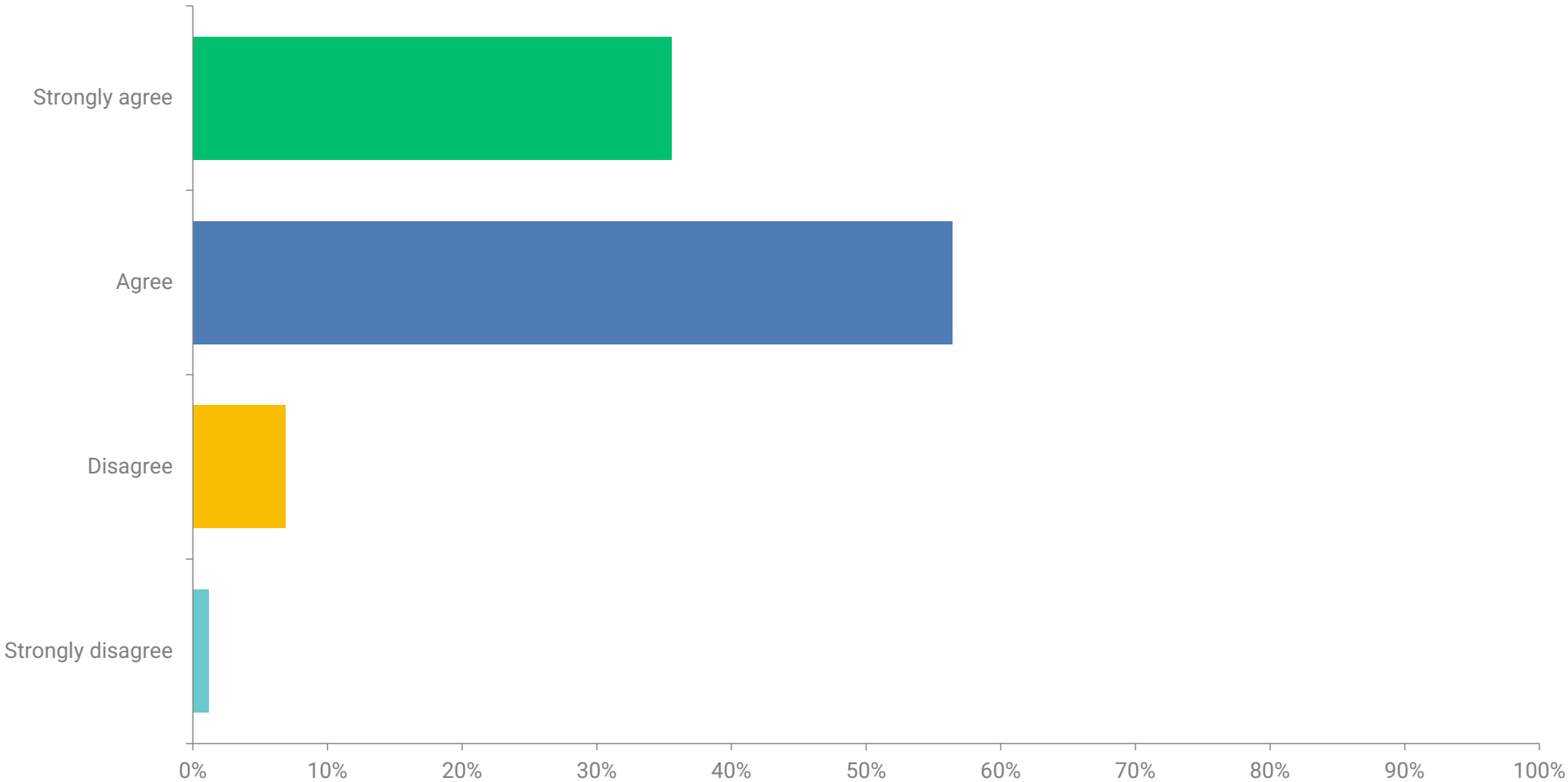
Q22: My school has high expectations for student behavior

• Answered: 685



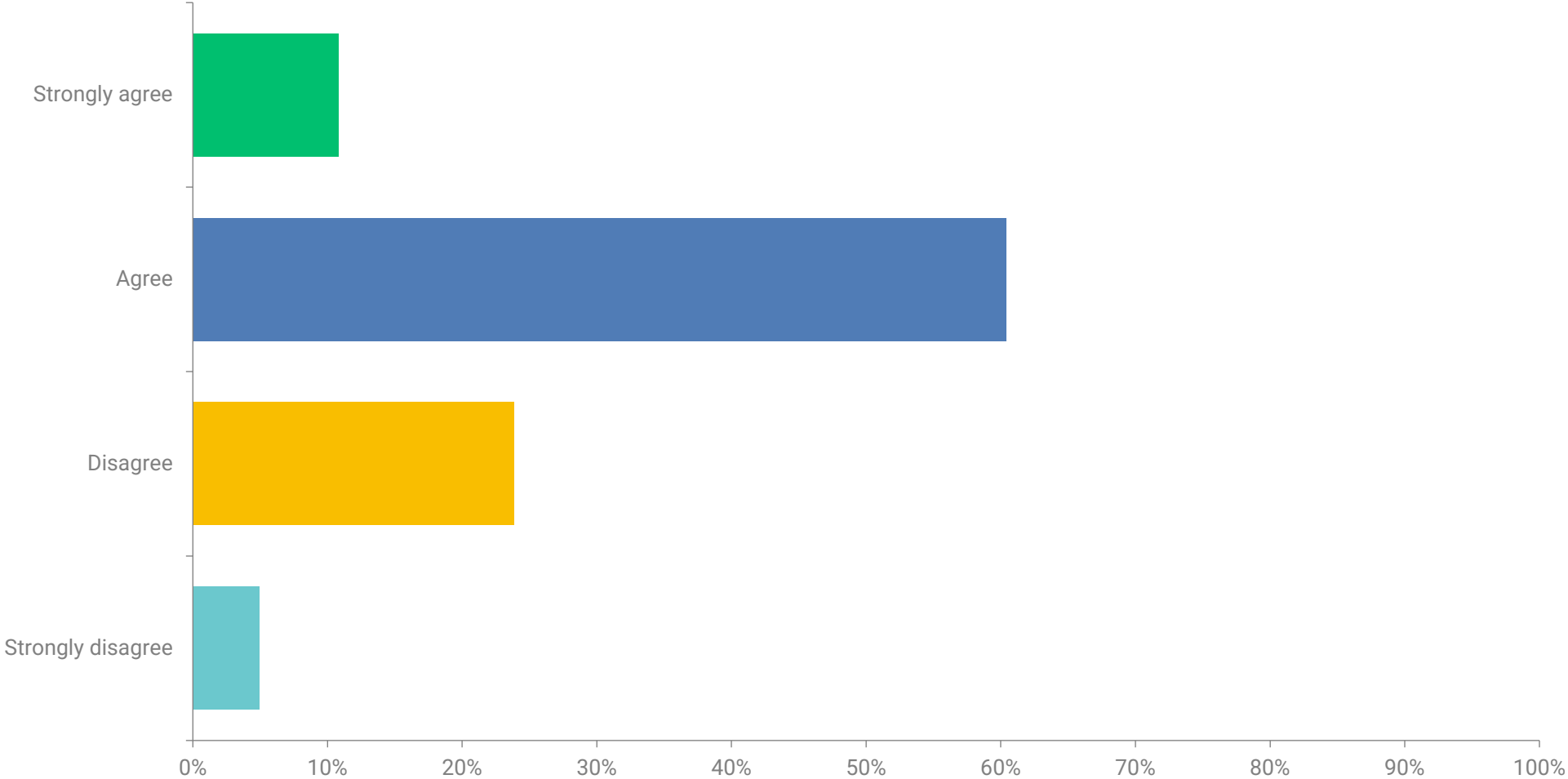
Q23: The adults at my school respect students

• Answered: 686



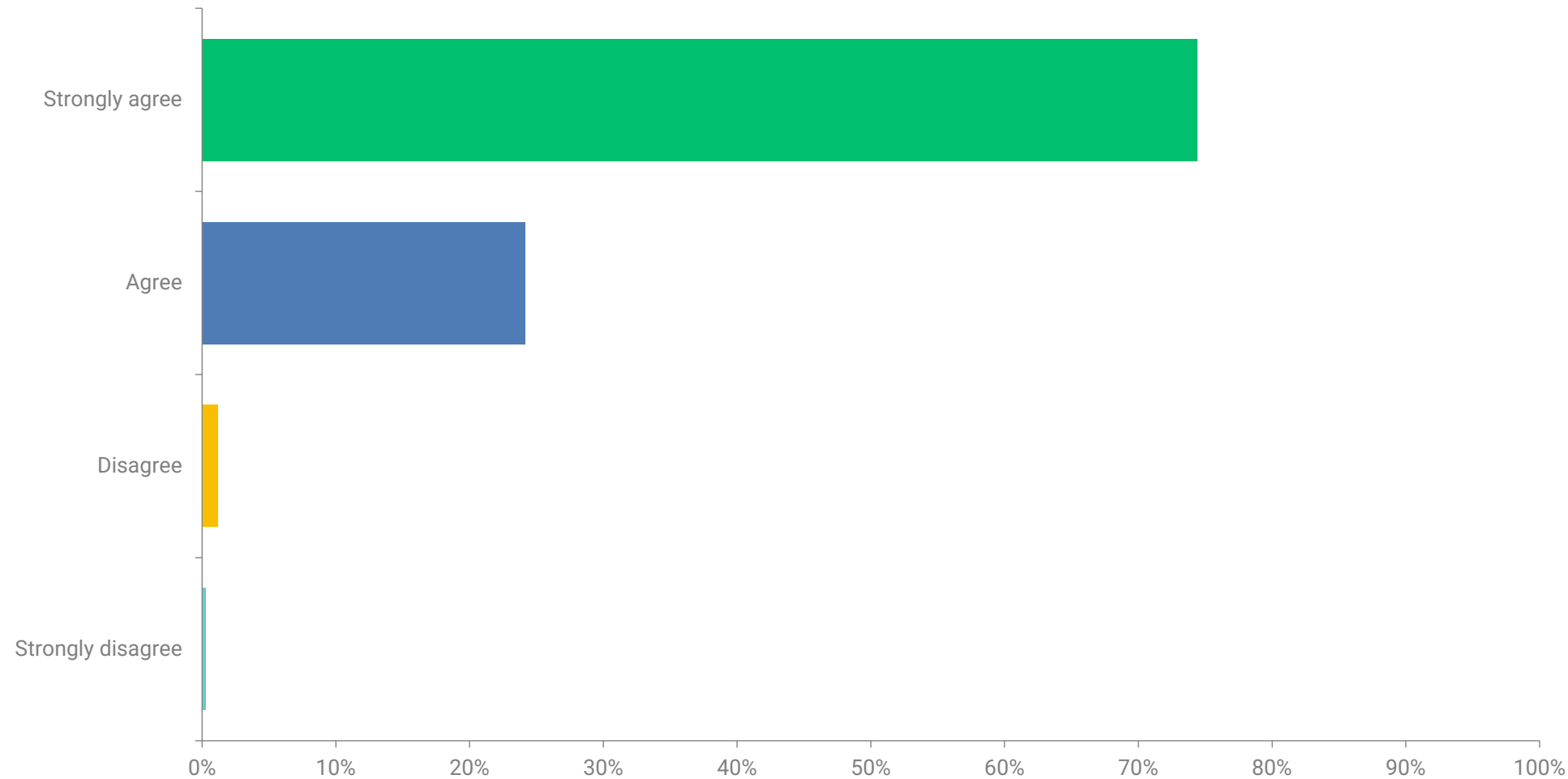
Q24: The students at my school respect adults

• Answered: 684



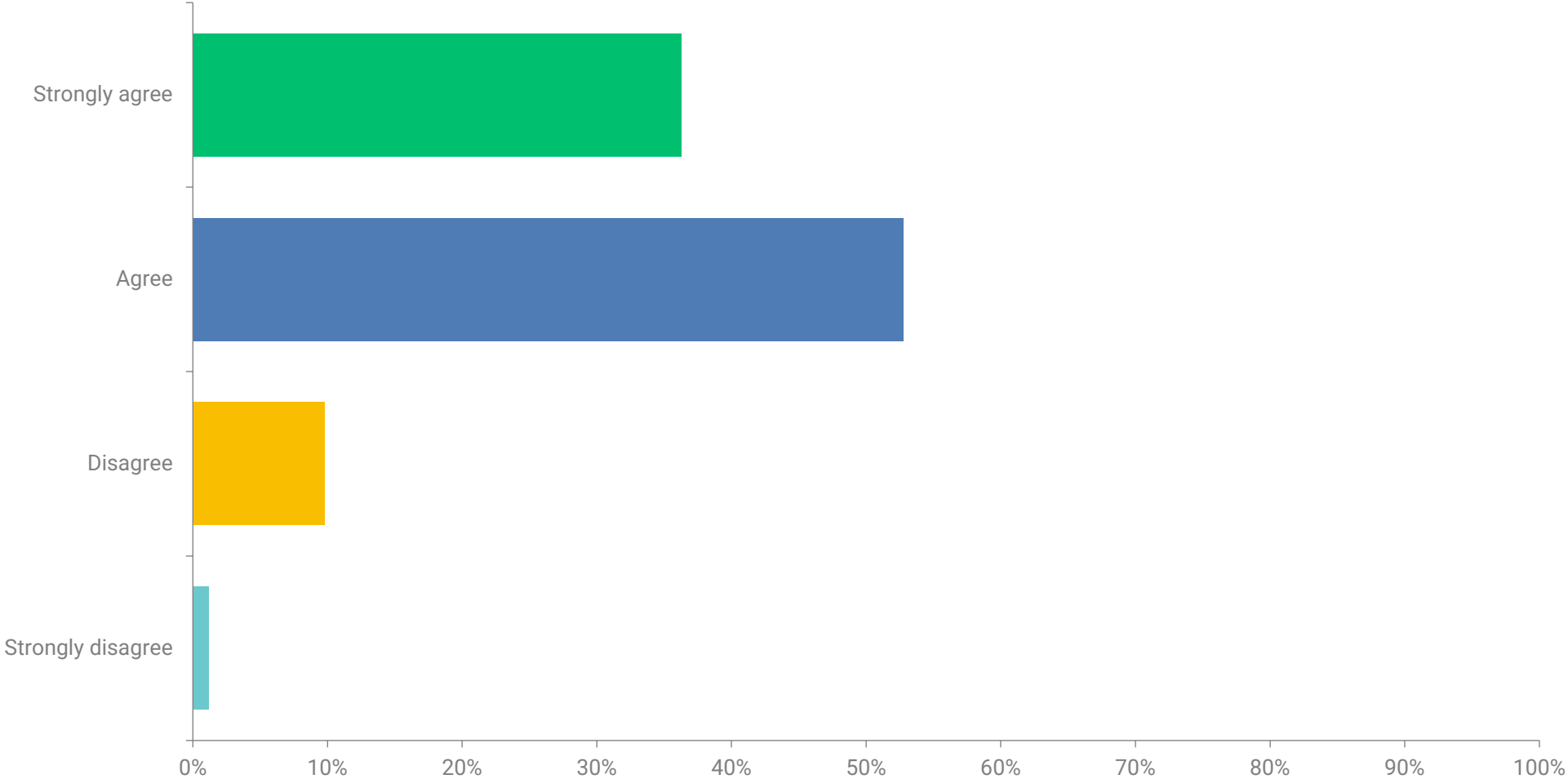
Q25: I believe every student, regardless of their background and life circumstances, is capable of success

• Answered: 688



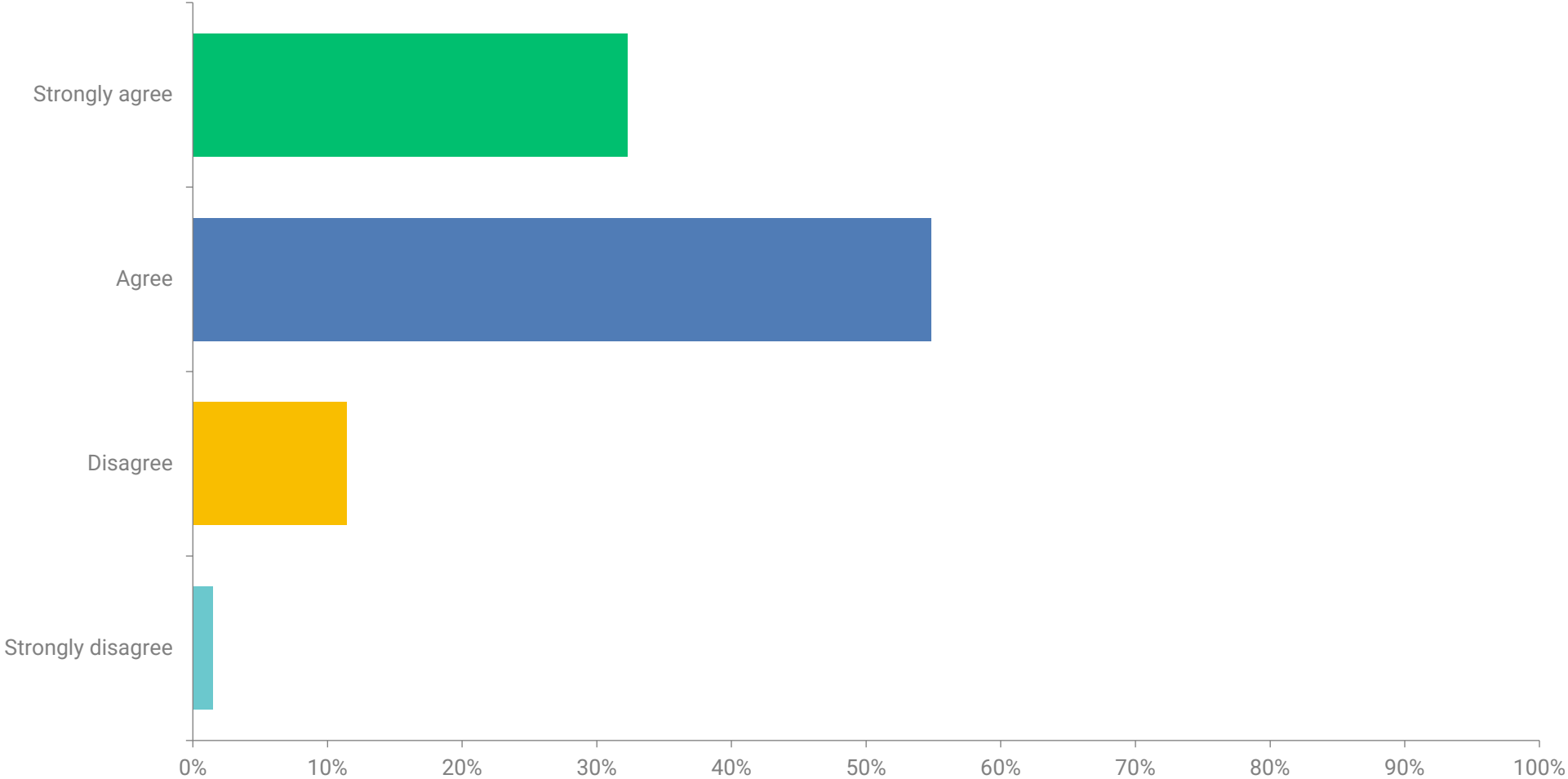
Q26: My colleagues believe every student, regardless of their background and life circumstances, is capable of success

• Answered: 686



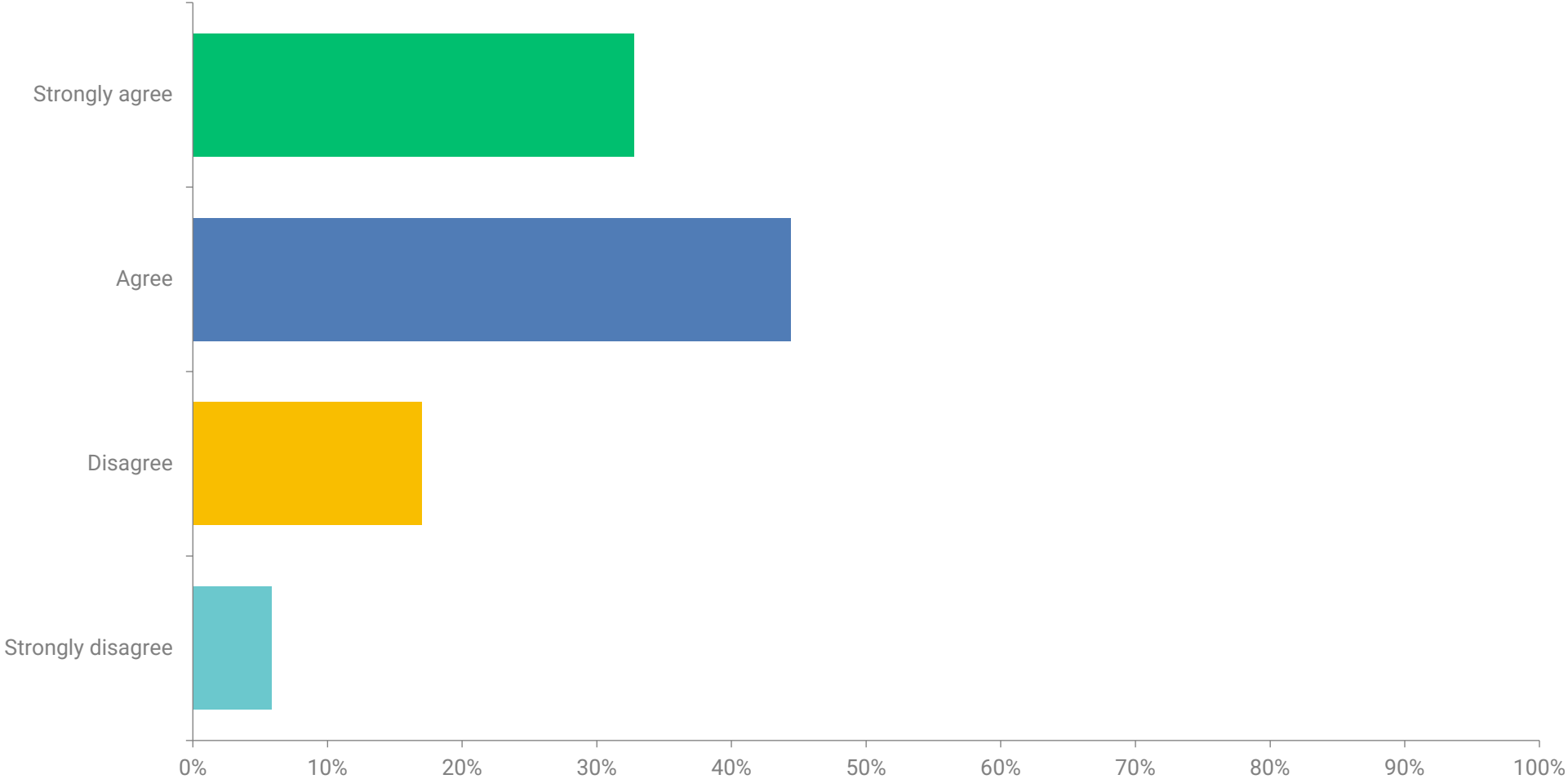
Q27: My students have the opportunity to learn digital citizenship, social, life and employment skills as outlined in the KSD Learner Profile

• Answered: 682



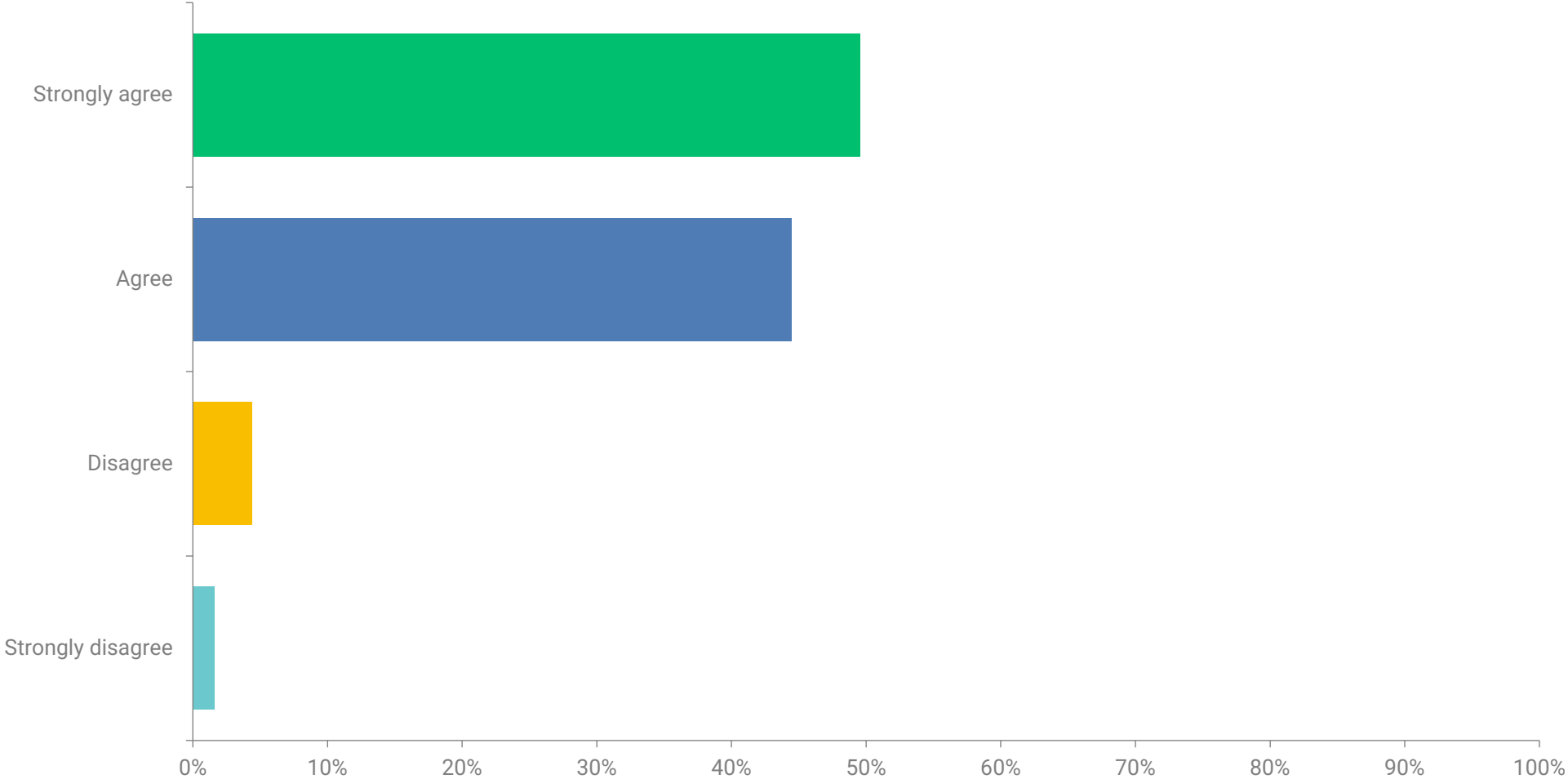
Q28: I feel I have a voice in school/department decisions

• Answered: 687



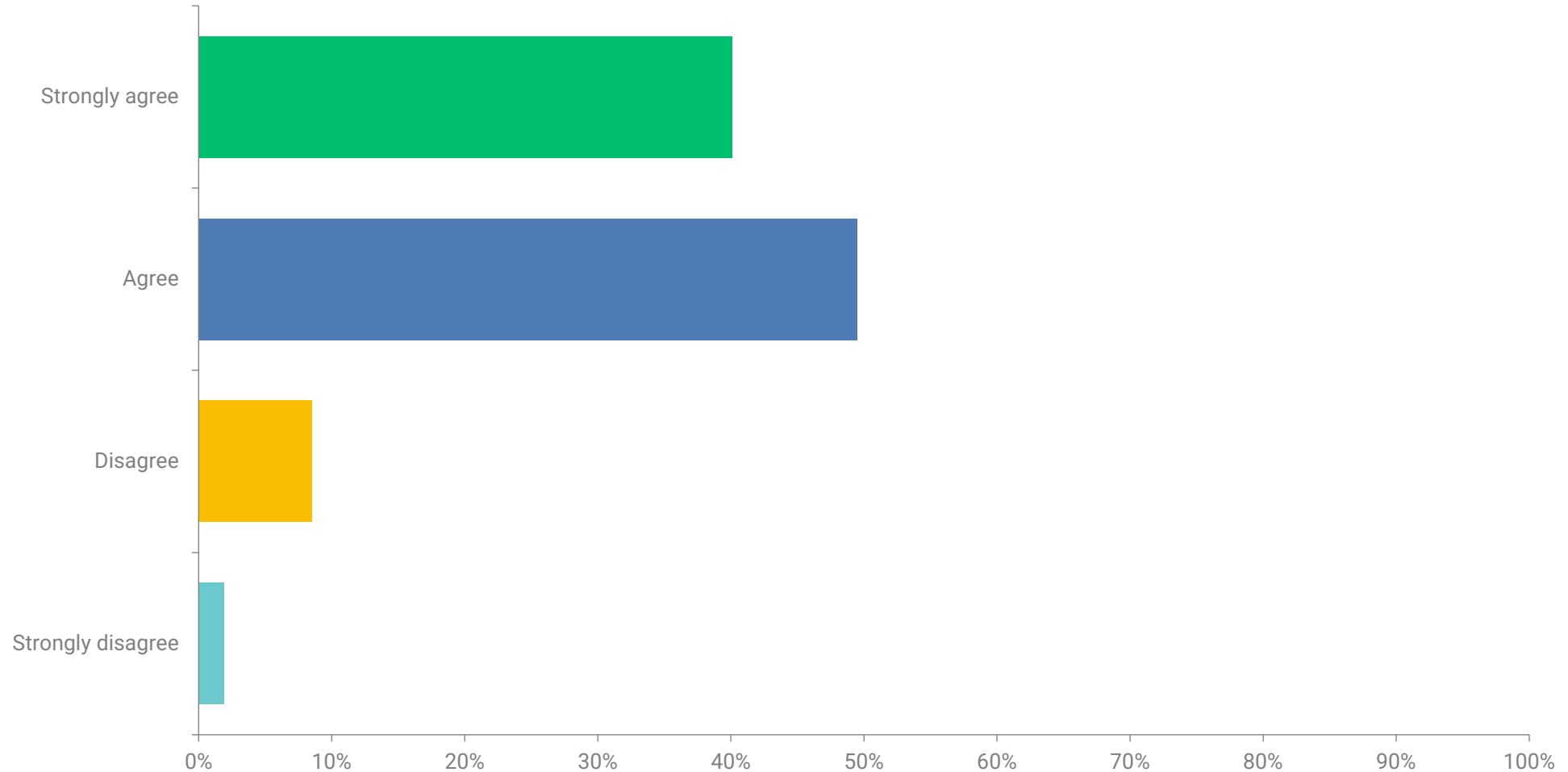
Q29: I participate in formal collaborative conversations with my colleagues in my grade level or subject area

• Answered: 686



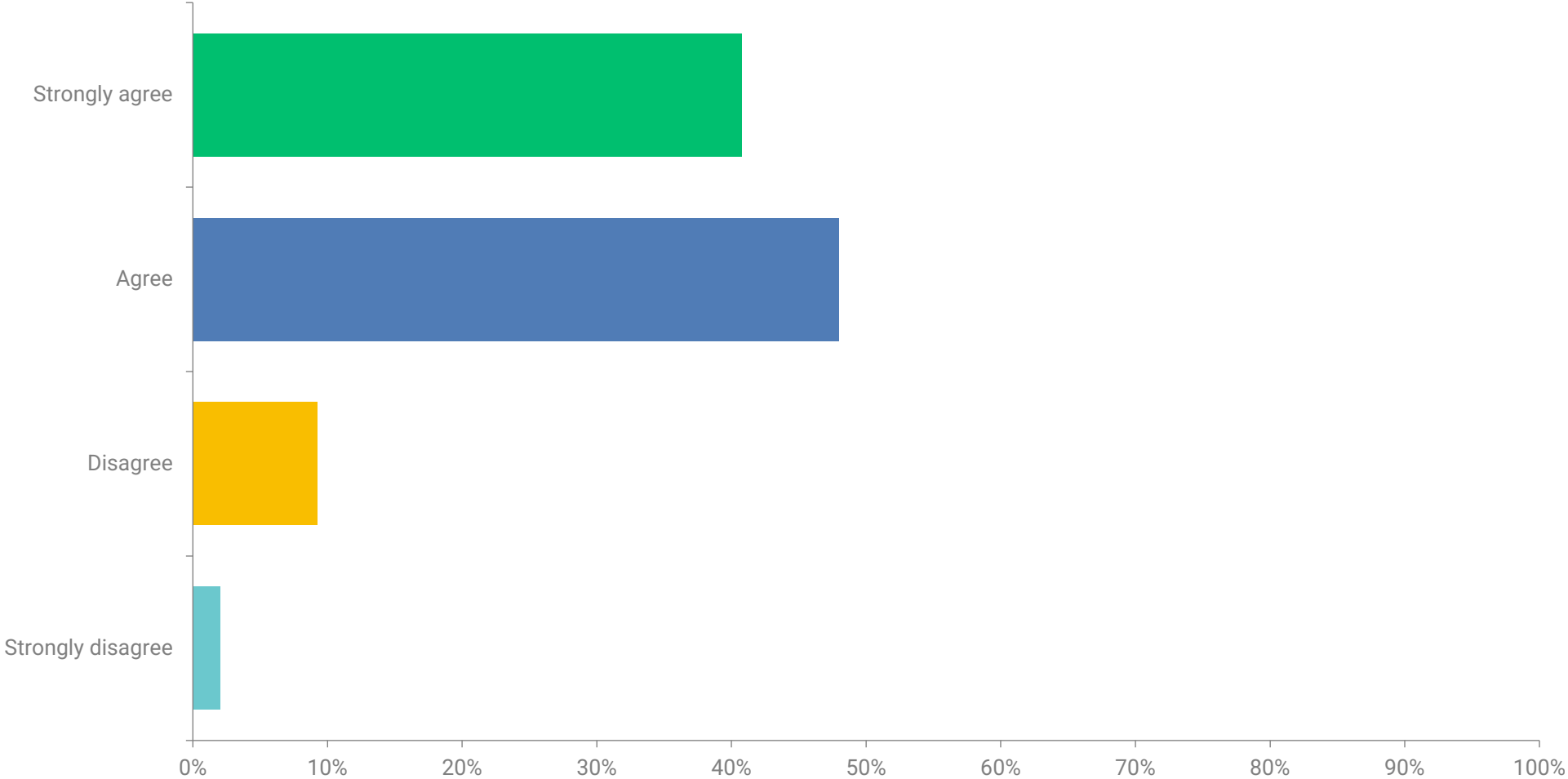
Q30: At my school we regularly use data to inform decisions

• Answered: 683



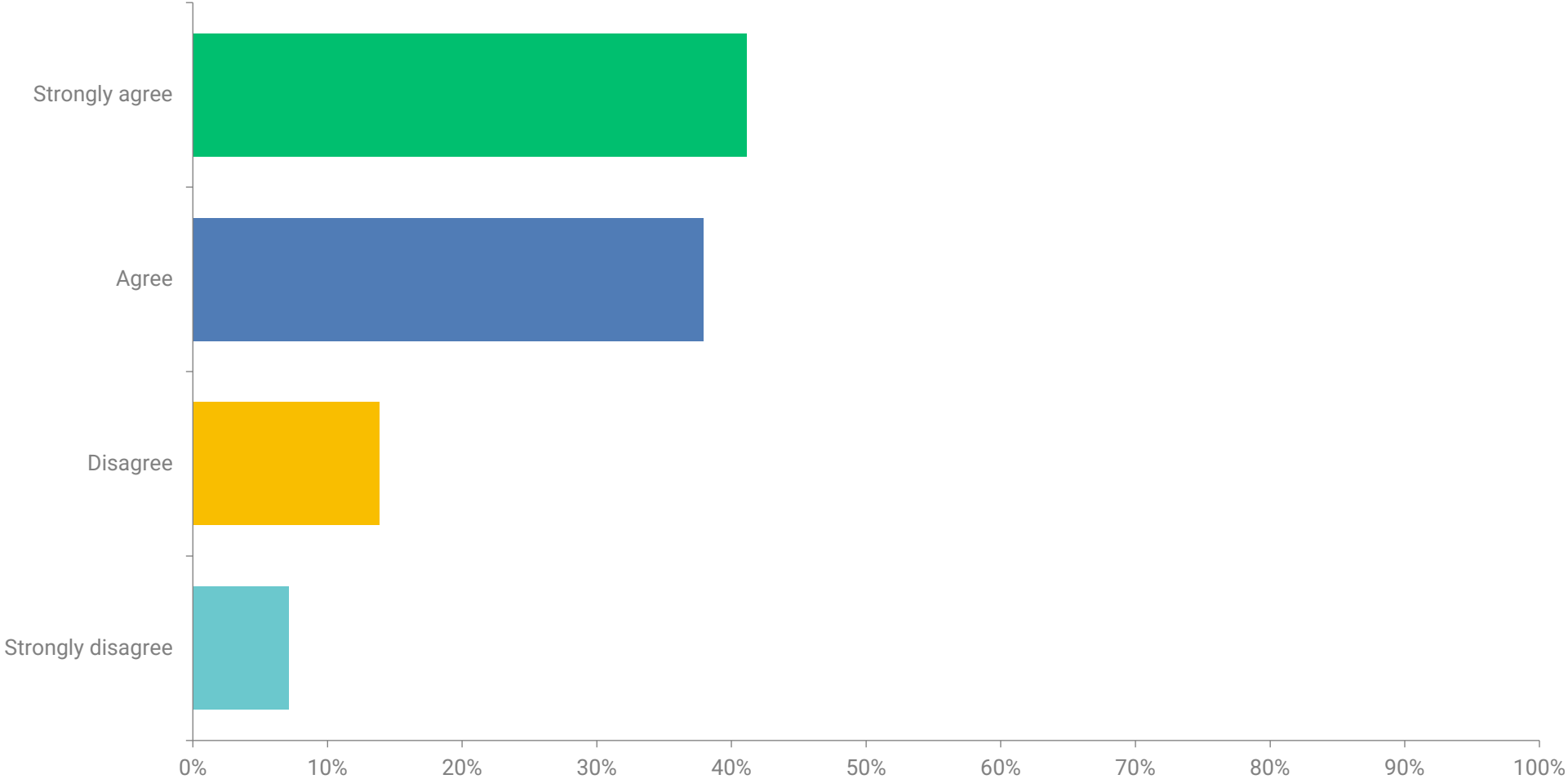
Q31: I have the opportunity to learn and implement best practices at my school

• Answered: 682



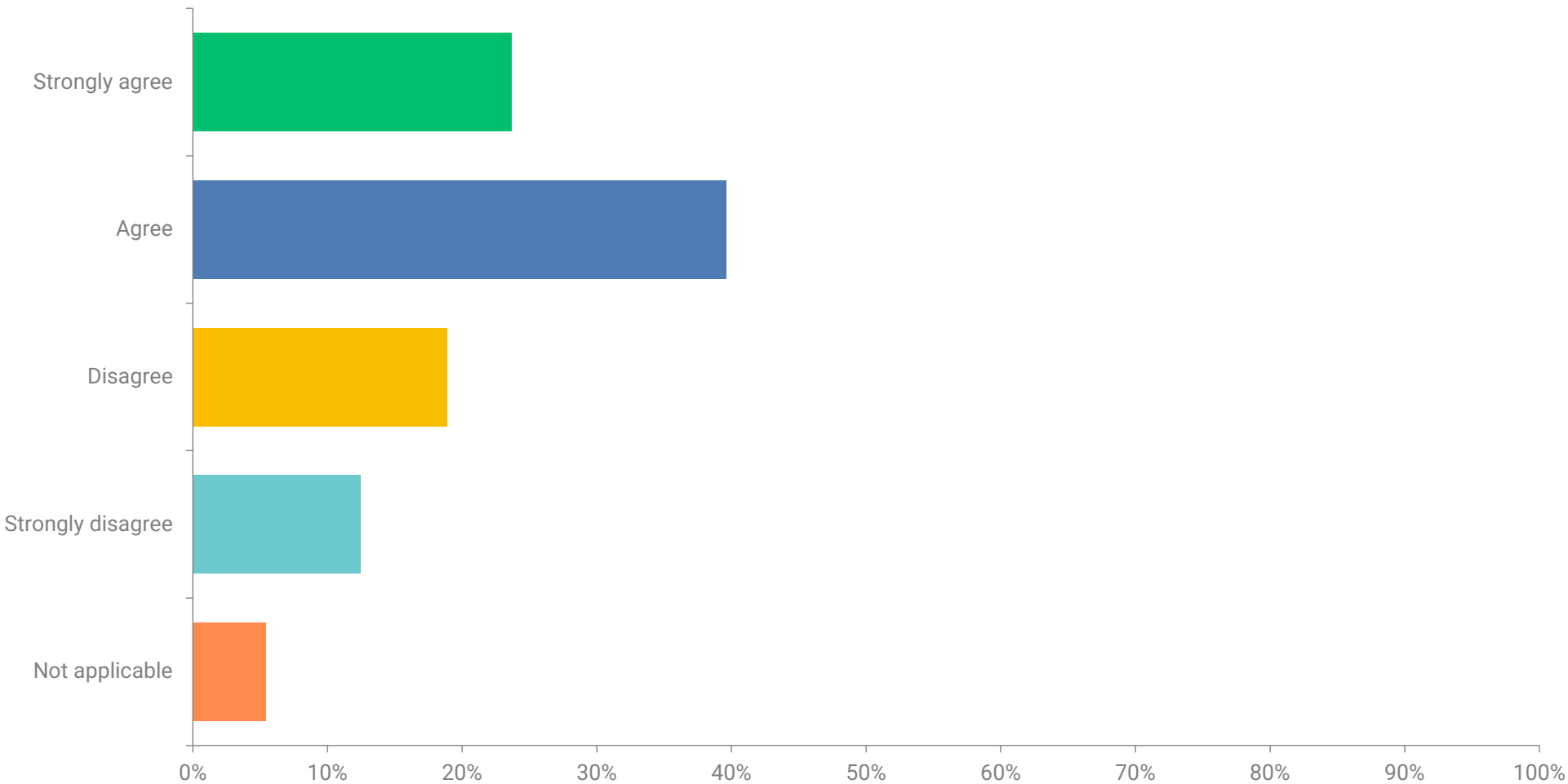
Q32: My supervisor is responsive to feedback

• Answered: 686



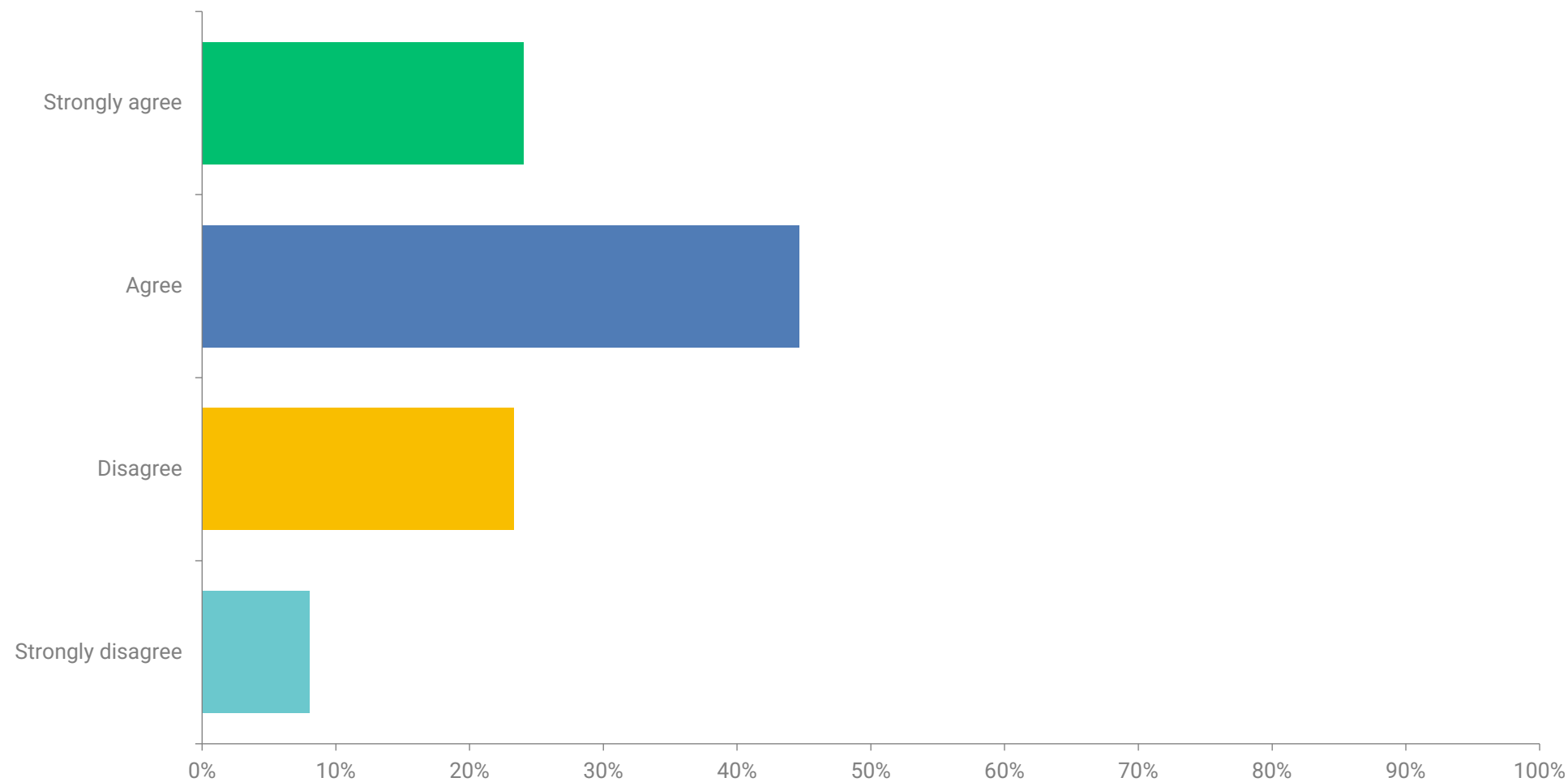
Q33: My supervisor frequently visits my classroom

• Answered: 684



Q34: My supervisor frequently provides me with feedback about my instructional/professional practice

• Answered: 683



Q35: My supervisor supports my professional learning community, collaboration time, or department team meetings to discuss student growth

• Answered: 684

