

Lind-Ritzville Cooperative Schools
Regular Board Meeting – June 24, 2025 - 6:30 PM - LRHS Collaboration Room
Board Study Session 6:00 PM - LRHS Collaboration Room

Ritzville

Flag Salute

1. Call to Order and Verification
2. Approval May 27, 2025 Regular Board Meeting Minutes
3. Approval of Agenda
4. Consent Agenda
 - a. General Fund Accounts Payable - \$90,191.63
 - b. Transportation Cooperative Accounts Payable - \$36,210.76
 - c. Associated Student Body Fund Accounts Payable - \$16,636.58
 - d. Capital Projects Accounts Payable - \$20,697.08
 - e. Payroll for June 30, 2025 - \$476,704.37
 - f. Approval of Administration Contracts: Kevin Terris, Don Walker, Tanner LaTour, Lynn Sackmann, Zach Gardner, Kris Robbins, Tina Schuler, Kelley Kiesz
 - g. Accept Resignation of LRMS Volleyball Coach - Ann-Marie Saetre
 - h. Accept Resignation of School Nurse - Stephanie Lundgren
 - i. Accept Resignation of RGS 3rd Grade Teacher - Carley Stanford
 - j. Accept Recommendation of LRHS PE Teacher - Emberlynn Mack
 - k. Accept Recommendation of RGS Music Teacher - Carol Ewing
 - l. Accept Recommendation of LRHS World Languages Teacher - Ivan Maldonado-Ramirez
 - m. Accept Recommendation of LRHS Secretary - Michelle Keefer
 - n. Accept Recommendation of School Nurse - Kelley Kiesz

Lind

1. Call to Order and Verification
2. Approval May 27, 2025 Regular Board Meeting Minutes
3. Approval of Agenda
4. Consent Agenda
 - a. General Fund Accounts Payable - \$39,723.05
 - b. Transportation Cooperative Accounts Payable - \$36,210.76
 - c. Associated Student Body Fund Accounts Payable - \$1,863.46
 - d. TVF Fund Accounts Payable - \$185,920.62
 - e. Payroll for June 30, 2025 - \$414,572.05
 - f. Approval of Administration Contracts: Kevin Terris, Don Walker, Gabriel Gonzalez, Lynn Sackmann, Zach Gardner, Kris Robbins, Tina Schuler, Kelley Kiesz
 - g. Accept Resignation of LRMS Custodian - Ron Miller
 - h. Accept Resignation of LRMS Volleyball Coach - Ann-Marie Saetre
 - i. Accept Resignation of School Nurse - Stephanie Lundgren
 - j. Accept Recommendation of LRMS STEAM Teacher - Tyson Kimble
 - k. Accept Recommendation of LES Principal - Gabriel Gonzalez
 - l. Accept Recommendation of LES Paraeducator - Natalie McKinney
 - m. Accept Recommendation of School Nurse - Kelley Kiesz
 - n. Approval of Surplus 2011 International Bus VIN # 4DRBWADR9BA260691

JOINT ITEMS

5. Legislative Update
6. Reports to the Board
 - a. Students & School Program
 - i. Principals' Report
 - Cooperative Spotlight- FBLA
7. Superintendent's Report
 - a. Cooperative Report - Athletics
 - b. Communication on 4-day schedule
 - c. Superintendent Report
8. Public Comment
9. Policy Review & Emerging Issues
 - a. **Approval** - School Calendar- PD/Collaboration Schedule (**Cooperative**)
 - b. **Approval** - Resolution 2024-25-05 Stale Warrants (**Ritzville Only**)
 - c. **Approval** - Policy 4130 Parent Involvement (**Cooperative**)
 - d. **Approval** - Athletic Coaches Salary Schedule (**Cooperative**)
 - e. **Approval** - Lind Education Association CBA Revisions (**Lind Only**)
 - f. **Approval** - Ritzville Education Association CBA Revisions (**Ritzville Only**)
 - g. **Approval** - Lind-Ritzville Public School Employees CBA Revisions (**Cooperative**)
10. Finance
11. Other Reports
12. Board Director Reports
13. Executive Session - To select interim Superintendent with action to follow
14. Adjournment

Items for next meeting:

Budget Hearing

Approval of 2026-2026 Budget

Approval of Fuel Bids

Approval of Solar Project

RITZVILLE SCHOOL DISTRICT #160-67 and LIND SCHOOL DISTRICT #158
JOINT BOARD MEETING
May 27, 2025

The meeting of the Board of Directors of Ritzville School District #160-67 and Lind School District #158 was held in the Lind-Ritzville Middle School Collaboration Room on May 27, 2025. The following members were in attendance:

Lind School Board Members:	Adam Labes	Breanne Williamson
	Greg Schmunk	Andy Wahl

Ritzville School Board Members:	Tia Kubik	Reid Phillips
	Scott Carruth	Andy Powell

Lind Chair Labes led the Pledge of Allegiance.

Lind Chair Labes called the Lind School Board meeting to order at 6:30 P.M. Lind Director Weidemann was excused.

Lind Director Williamson moved to approve the April 28, 2025 Regular Board Meeting minutes. Director Schmunk seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Lind Director Schmunk moved to approve the agenda. Lind Director Williamson seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Lind Director Wahl moved to approve the Consent Agenda as follows: General Fund Accounts Payable - \$64,062.39, Transportation Cooperative Accounts Payable - \$27,859.16, Associated Student Body Fund Accounts Payable - \$72.29, Payroll for May 30, 2025 - \$372,804.13, Accept Resignation of LRMS Electives Teacher - Davis Hatch, Accept Resignation of LES Principal - Sarah Dinkins, Accept Resignation of MS Boys Basketball Coach - Dale Anderson, Accept Resignation of LES Music Teacher - Rebecca Gordon, Accept Resignation of LRMS Paraeducator - Maria Hernandez, Accept Resignation of HS Tennis Coach - Chelsie LaVigueur, Accept Resignation of HS Tennis Coach - Audra Christianson, Accept Resignation of LRCS Superintendent - Don Vanderholm, Accept Recommendation of Speech-Language Pathologist - Hailey Arland, Accept Recommendation of HS Girls Head Basketball Coach - James Saetre. Lind Director Williamson seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Ritzville Vice-Chair Kubik called the Ritzville School Board meeting to order at 6:31 P.M. Ritzville Chair Repp was excused.

Ritzville Director Phillips moved to approve the April 28, 2025 Regular Board Meeting minutes. Director Carruth seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Ritzville Director Carruth moved to approve the agenda. Ritzville Director Phillips seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Ritzville Director Phillips moved to approve the Consent Agenda as follows: General Fund Accounts Payable - \$59,397.70, Transportation Cooperative Accounts Payable - \$27,859.16, Associated Student Body Fund Accounts Payable - \$20,185.85, Payroll for May 30, 2025 - \$453,629.93, Accept Resignation of MS Boys Basketball Coach - Dale Anderson, Accept Resignation of RGS Music Teacher - Rebecca Gordon, Accept Resignation of HS Secretary - Michelle Balfe, Accept Resignation of HS World Languages Teacher - Kevin Proszek, Accept Resignation of RGS Paraprofessional - Johanna Ewing, Accept Resignation of LRHS PE/Health Teacher - Joseph Roach, Accept Resignation of HS Tennis Coach - Chelsie LaVigueur, Accept Resignation of HS Tennis Coach - Audra Christianson, Accept Resignation of LRCS Superintendent - Don Vanderholm, Accept Recommendation of Speech-Language Pathologist - Hailey Arland, Accept Recommendation of HS Girls Head Basketball Coach - James Saetre. Director Powell seconded the motion. A voice vote was heard with all present members voting aye. The motion carried.

Joint Items

Legislative Update

Superintendent Vanderholm gave a summary of the key education impacts of the 2025 Legislative Session including, districts will receive a one-time \$50 per pupil apportionment payment in June 2025, SPED funding cap lifted, High-need safety net eligibility thresholds were lowered, and statewide inclusionary practice efforts will receive grant support. He also reported that MSOC funding increased by \$109.84 per FTE, totaling \$1,614.28 per student in 2025–26. This includes the required inflationary adjustment of \$45.99. State-funded TTK is now capped statewide. Students must be permitted to wear items of cultural significance at graduation and the Seal of Biliteracy must be awarded to all students meeting state criteria. Mr. Vanderholm noted that the K–12 share of the state budget continues to decline, it used to be 54% of total state spending and is now at 43.2%.

Reports to the Board

Students & School Programs

Student Representative Report

Lind-Ritzville High School Student Representative Addy Colbert shared an update on events happening at LRHS, including upcoming dates, a recap of the Junior Summit, Academic Assembly, spring sports and announced the 2025-26 ASB officers. A video was shared that was made in partnership with LaunchNW, Adams County Development Council and Innovia that spotlights the high school's mission to ensure all our students build enthusiasm around a post-secondary plan and the work being done to bring more employment opportunities to our area. The commercial featured LRHS students.

Superintendent Vanderholm recognized Addy Colbert and thanked her for serving on the board. It was announced that Beau Fode will replace Addy Colbert as the new student representative beginning with the 2025-26 school year.

Principals' Report

Lind-Ritzville High School Principal Kevin Terris gave a report on graduation, noting there were a total of forty seniors in the cohort from 2022-2025. Thirty-seven are on track to graduate, including thirty-five enrolled in LRHS and two enrolled in the LR Academy. The combined graduation rate is 93%.

LRHS FBLA advisor Steve Greenwalt along with students and FBLA members Amelia Clack and Willow Lawler appeared before the board to share their experiences from the State FBLA conference. Mr. Greenwalt shared that FBLA membership has grown from twenty-eight to forty-two members in one year. He reported that thirty-eight members competed at the State conference and four came in first place and qualified for Nationals. Hannah Towne, Amelia Clack and Willow Lawler will be competing at the National FBLA Contest which will be held June 29-July 2 in Anaheim, California. Mr. Greenwalt asked the board for approval of out-of-state travel to attend and for financial support to help with travel costs. He shared that the FBLA members have all worked during concessions, Lind Lions Club dinners or the shaved ice booth at the Lind Combine Derby to help raise money for State and Nationals. He also thanked the board for their support.

Principal reports from RGS Principal Tanner LaTour, LES Principal Sarah Dinkins, LRMS Principal Don Walker and LRHS Principal Kevin Terris were distributed to the Board of Directors in the board packets this month.

Superintendent's Report

Zero Emissions Northwest founder and President David Funk gave a presentation about a solar energy project. They provide turnkey services to school districts with no upfront costs. The energy savings for the first ten years can be spent on STEM courses, life skills, community gym access, and miscellaneous benefits for students at the school's discretion. This project should help with state green energy requirements. The projected cost savings to both districts would be significant. The Boards will vote at the July meeting to move forward with the project.

Superintendent Vanderholm shared great fiscal news, both districts will receive an one-time additional Title allocations, Ritzville will receive \$40,000 and Lind \$60,000. These funds will be used for various projects in the buildings.

Mr. Vanderholm also reported that the Community Wellness Center received a state allocation of \$2 million, with a total of \$3.29 million dollars coming into our communities. Other items shared were updates on grounds, other various school events and the continuing work of Mastery-Based Learning.

Superintendent Vanderholm, along with building Principals, spoke about the 2025 WASA Region 101 awards. The honorees were chosen for their exceptional commitment to student success and the broader educational community. They recognized the local recipients who were: LRHS student Fredy Grandos-Lopez, Bronc Booster President Angelina Vallone, RGS Volunteer Heather Hennings, and Lind PTO.

Public Comment - There was no public comment.

Policy Review & Emerging Issues

Ritzville Director Kubik moved for Approval of FFA out of State Travel and \$250 per person/per district allocation for the FFA National Convention. Ritzville Director Phillips seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Ritzville Director Kubik moved for Approval of FBLA out of State Travel and \$250 per person/per district allocation for the FBLA National Convention. Ritzville Director Carruth seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Ritzville Director Kubik moved to Approve FFA and FBLA annual out of state travel. Ritzville Director Carruth seconded the motion. Clarification was made that this approval is per policy 2320 allowing the boards to make an approval one time for the annual trips. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Lind Director Schmunk moved for Approval of LRHS Junior Class Overnight Stay for Junior Summit. Ritzville Director Kubik seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Lind Director Williamson moved for Approval of Resolution #2024-25 03 WIAA School Board Authorization. Ritzville Director Kubik seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Ritzville Director Kubik moved for Approval of Resolution #2024-25 04 Public Records Index. Lind Director Wahl seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Lind Director Schmunk moved for Approval of Contract with Northwest Leadership. Ritzville Director Kubik seconded the motion. A voice vote was heard, with all present Lind & Ritzville members voting aye. The motion carried.

Financial Reports - No additional information to report, financial reports were provided to the board.

Other Reports

LRHS Principal Kevin Terris gave an update on the return of a high school student for the 2025-26 school year, based on Level 2 Threat Assessment teams recommendation.

Superintendent Vanderholm updated the board on the proposed 4-day school week, including the community forum flyer and newspaper ad inviting families and community members to attend. He also shared the 4-Day information tab on the district website, which has a sample calendar, schedules, RGS and LEs impact survey results and FAQ's. There will be another survey available after the forums have taken place. Both boards will vote separately in September, it will not be a Cooperative vote because each district needs their own, separate resolution for OPSI submission. The Lind Board will need to vote again, as the resolution has expired.

Mr. Vanderholm reported on the PD/collaboration survey taken by the teaching staff, 77.5% of staff chose every other Friday and 22.5% chose every other Wednesday. Since it's a calendar change the Boards will need to make a decision at the June meeting.

Board Member Reports - Lind Board Director Williamson gave a report on the WSSDA Regional meeting she attended.

There being no further business and no Executive Session necessary, the Lind and Ritzville School Board meeting was adjourned at 8:27 PM.

Chairman/Date

Chairman/Date

Secretary to the Board

LIND SCHOOL DISTRICT # 158 and RITZVILLE SCHOOL DISTRICT #160-67
ADMINISTRATIVE EMPLOYEE CONTRACT
MIDDLE SCHOOL PRINCIPAL

This contract is made by and between the Board of Directors of Lind School District #158 and Ritzville School District #160-67, Adams County, State of Washington (hereinafter called the Districts or Cooperative) and **Don Walker** (hereinafter called the Middle School Principal).

- 1) The Middle School Principal is hereby employed by the Districts to perform the duties of the Middle School Principal of Lind-Ritzville Cooperative Schools and perform such duties for the Districts as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations, and Cooperative policies, procedures and regulations. The Middle School Principal shall be subject to assignment, reassignment and transfer by the Cooperative Superintendent. The principal shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.
- 2) During the term of this agreement, the Middle School Principal will be subject to discharge for cause pursuant to state and federal laws and regulations and the adopted policies of the Districts, provided, however, that the Districts shall comply with and act in accordance with all conditions of this contract, Board policies, and with all applicable laws of the State of Washington, including provisions for notice and hearing.
- 3) The Boards shall provide the Middle School Principal with transportation or reimbursed mileage, at the IRS rate, required in the performance of his official duties during his employment under this contract. (to and from meetings)
- 4) In consideration of an annual salary of \$122,865.00 payable in twelve (12) equal monthly payments, said Middle School Principal agrees to perform faithfully the duties of Middle School Principal. This salary will be paid in twelve (12) equal installments with the first installment paid on the last working day of July. All installments will be paid on the last working day of the month. This contract shall be July 1, 2025 through June 30, 2026. The Lind School District will serve as the fiscal agent (payroll and benefits).
- 5) The number of workdays per twelve-month contract year shall be 210 days of service exclusive of holidays and vacation periods.
- 6) In addition to the annual salary, the Middle School Principal shall receive the following forms of compensation in consideration for the performance of duties as Middle School Principal of Lind-Ritzville Cooperative Schools:
 - A. The Principal shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed at the employee's per diem rate of pay at the end of

the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.

- B. The Principal shall be entitled to five (5) days of paid bereavement leave per year, which is non-cumulative.
- C. The Principal shall be entitled to five (5) days of paid vacation leave per year after completing five (5) years of service in the district.
- D. The Principal shall receive insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
- E. The Principal will receive twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year to a limit of 180 days.
- F. The District will pay dues for two (2) professional associations pertaining to the Principal's position each year. (AWSP & ASCD)

- 7) This contract represents the total agreement between the parties regarding the employment of the Middle School Principal by the Boards and there are no verbal agreements, which modify the contracts terms. Neither party has made any representations to the other or relied on any representation by the other party except as expressly contained herein. Additions and/or changes, agreed to by both parties to this contract, shall be in the form of an amendment and shall become a part of this contract.

By Order of the Lind and Ritzville Boards of Directors:

Approved this 23rd day of June 2025

BY _____

Superintendent

Accepted

BY _____

Middle School Principal – **Don Walker**

Date

LIND SCHOOL DISTRICT # 158
ADMINISTRATIVE EMPLOYEE CONTRACT
PK-5 PRINCIPAL / MIGRANT/TBIP COOPERATIVE DIRECTOR

This contract is made by and between the Board of Directors of Lind School District #158, Adams County, State of Washington (hereinafter called the District) and **Gabriel Gonzalez** (hereinafter called the PK-5 Principal / Migrant/TBIP Cooperative Director).

- 1) The PK-5 Principal / Migrant/TBIP Cooperative Director is hereby employed by the District to perform the duties of the PK-5 Principal of the Lind School District, and Migrant/TBIP Cooperative Director of the Lind-Ritzville Cooperative Schools, and perform such duties for the district as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and District policies, procedures and regulations. The PK-5 Principal / Migrant/TBIP Cooperative Director shall be subject to assignment, reassignment and transfer by the District Superintendent. The PK-5 Principal / Migrant/TBIP Cooperative Director shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.
- 2) During the term of this agreement, the PK-5 Principal / Migrant/TBIP Cooperative Director will be subject to discharge for cause pursuant to state and federal laws and regulations and the adopted policies of the district, provided, however, that the District shall comply with and act in accordance with all conditions of this contract, Board policies, and with all applicable laws of the State of Washington, including provisions for notice and hearing.
- 3) The Board shall provide the PK-5 Principal / Migrant/TBIP Cooperative Director with transportation or reimbursed mileage, at the IRS rate, required in the performance of his official duties during his employment under this contract. (to and from meetings)
- 4) In consideration of an annual salary of \$115,000.00 payable in twelve (12) equal monthly payments, said PK-5 Principal / Migrant/TBIP Cooperative Director agrees to perform faithfully the duties of PK-5 Principal / Migrant/TBIP Cooperative Director. This salary will be paid in twelve (12) equal installments with the first installment paid on the last working day of July. All installments will be paid on the last working day of the month. This contract shall be July 1, 2025 through June 30, 2026.
- 5) The number of workdays per twelve-month contract year shall be 210 days of service exclusive of holidays and vacation periods.
- 6) In addition to the annual salary, the PK-5 Principal / Migrant/TBIP Cooperative Director shall receive the following forms of compensation in consideration for the performance of duties as PK-5 Principal of the Lind School District #158 and Migrant/TBIP Cooperative Director of Lind-Ritzville Cooperative Schools:
 - A. The PK-5 Principal / Migrant/TBIP Cooperative Director shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed at the

employee's per diem rate of pay at the end of the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.

- B. The PK-5 Principal / Migrant/TBIP Cooperative Director shall be entitled to five (5) days of paid bereavement leave per year, which is non-cumulative.
 - C. The PK-5 Principal / Migrant/TBIP Cooperative Director shall be entitled to five (5) days of paid vacation leave per year after completing five (5) years of service in the district.
 - D. The PK-5 Principal / Migrant/TBIP Cooperative Director shall receive insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
 - E. The PK-5 Principal / Migrant/TBIP Cooperative Director will receive twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year to a limit of 180 days.
 - F. The District will pay dues for two (2) professional associations pertaining to the PK-5 Principal / Migrant/TBIP Cooperative Director's position each year. (AWSP & ASCD)
- 7) This contract represents the total agreement between the parties regarding the employment of the PK-5 Principal / Migrant/TBIP Cooperative Director by the Board and there are no verbal agreements, which modify the contracts terms. Neither party has made any representations to the other or relied on any representation by the other party except as expressly contained herein. Additions and/or changes, agreed to by both parties to this contract, shall be in the form of an amendment and shall become a part of this contract.

By Order of the Board of Directors:

Approved this 23rd day of June 2025

BY _____
Superintendent

Accepted

BY _____
PK-5 Principal – **Gabriel Gonzalez**

Date

**LIND SCHOOL DISTRICT #158 and RITZVILLE SCHOOL DISTRICT #160-67
ADMINISTRATIVE EMPLOYEE CONTRACT
HIGH SCHOOL PRINCIPAL**

This contract is made by and between the Board of Directors of Lind School District #158 and Ritzville School District #160-67, Adams County, State of Washington (hereinafter called the Districts or Cooperative) and **Kevin Terris** (hereinafter called the High School Principal).

- 1) The High School Principal is hereby employed by the Districts to perform the duties of the High School Principal of Lind-Ritzville Cooperative Schools and perform such duties for the Districts as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and Cooperative policies, procedures and regulations. The High School Principal shall be subject to assignment, reassignment and transfer by the Cooperative Superintendent. The principal shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.
- 2) During the term of this agreement, the High School Principal will be subject to discharge for cause pursuant to state and federal laws and regulations and the adopted policies of the Districts, provided, however, that the Districts shall comply with and act in accordance with all conditions of this contract, Board policies, and with all applicable laws of the State of Washington, including provisions for notice and hearing.
- 3) The Boards shall provide the High School Principal with transportation or reimbursed mileage, at the IRS rate, required in the performance of his official duties during his employment under this contract. (to and from meetings)
- 4) In consideration of an annual salary of \$133,099.00 payable in twelve (12) equal monthly payments, said High School Principal agrees to perform faithfully the duties of High School Principal. This salary will be paid in twelve (12) equal installments with the first installment paid on the last working day of July. All installments will be paid on the last working day of the month. This contract shall be July 1, 2025 through June 30, 2026. The Ritzville School District will serve as the fiscal agent (payroll and benefits).
- 5) The number of workdays per twelve-month contract year shall be 210 days of service exclusive of holidays and vacation periods.
- 6) In addition to the annual salary, the High School Principal shall receive the following forms of compensation in consideration for the performance of duties as High School Principal of Lind-Ritzville Cooperative Schools:
 - A. The Principal shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed at the employee's per diem rate of pay at the end of the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.

- B. The Principal shall be entitled to five (5) days of paid bereavement leave per year, which is non-cumulative.
 - C. The Principal shall receive insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
 - D. The Principal shall be entitled to five (5) days of paid vacation leave per year after completing five (5) years of service in the district.
 - E. The Principal will receive twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year to a limit of 180 days.
 - F. The Districts will pay dues for two (2) professional associations pertaining to the Principal's position each year. (AWSP & ASCD)
- 7) This contract represents the total agreement between the parties regarding the employment of the High School Principal by the Boards and there are no verbal agreements, which modify the contracts terms. Neither party has made any representations to the other or relied on any representation by the other party except as expressly contained herein. Additions and/or changes, agreed to by all parties to this contract, shall be in the form of an amendment and shall become a part of this contract.

By Order of the Lind and Ritzville Boards of Directors:

Approved this 23rd day of June, 2025

BY _____
Superintendent

Accepted

BY _____
High School Principal – **Kevin Terris**

Date

LIND SCHOOL DISTRICT #158 and RITZVILLE SCHOOL DISTRICT #160-67
CLASSIFIED ADMINISTRATIVE CONTRACT – 2025-26
BUSINESS MANAGER

It is hereby agreed between the Lind School District No. 158 and Ritzville School District #160 & 167 of Adams County, State of Washington, hereinafter called the Districts, and **Kris Robbins**, hereinafter called the employee, that said employee shall provide business services and clerical duties as are prescribed by the laws of the State of Washington and rules and regulations made thereunder pertaining to said districts. The position of said employee shall be that of Business Manager. Duties under this contract are to begin on the first day of July each year and continue through June 30th, and shall be under the supervision of the Superintendent.

This contract shall include 260 eight-hour days of service inclusive of holidays, vacations, or sick leave. The eight-hour workday includes a 30-minute uninterrupted paid lunch period, and two 15-minute breaks. Said employee is to receive an annual salary of \$110,000. Said salary is to be paid in twelve installments with the first installment being paid on the last working day of July and the remaining installments on the last working day of each succeeding calendar month. There is no overtime unless pre-approved by the Superintendent.

The Business Manager is hereby employed by the Districts to perform the duties of the Business Manager of Lind and Ritzville School Districts and perform such administrative duties for the districts as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and District's policies, procedures and regulations. The Business Manager shall be subject to assignment, reassignment and transfer by the District Superintendent. The Business Manager shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.

Evaluation of the employee is by the Superintendent, using an evaluation instrument developed by the District and shared with the employee at least six months before a final evaluation. Dismissal by the District may occur only after the employee has been evaluated and given an opportunity to improve and change as necessary, substantiated by an additional evaluation after a reasonable period of time has elapsed to allow for improvement. Immediate dismissal is possible for deliberate violations of District policy, for criminal offenses, or for repeated substandard performance

Employee is required to give at least thirty (30) working days written notice before terminating employment.

Salary and benefits shall be negotiated with the Superintendent and Board of Directors on an annual basis.

ANNUAL BENEFITS SHALL INCLUDE:

1. Twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year with a limit of 260 days. At the time of separation from employment due to a bona fide retirement or death, an employee or his/her estate shall receive pay for accumulated but unused sick leave up to a maximum of one-hundred eighty (180) days at a rate equal to one (1) day's per diem pay for each four full days accrued leave for illness or injury.
2. Insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
3. Twelve (13) paid holidays which include: Day before New Year's Day, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, and Christmas Day and the day before or after.
4. Eighteen (18) days of paid vacation. Unused vacation may be accumulated at the rate of up to ten (10) days per year, and up to (5) five unused vacation days may be compensated at said employee's per diem rate of pay on an annual basis. Total vacations days for the year shall not accumulate more than twenty-eight days (28).
5. The Business Manager shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed at the employee's per diem rate of pay at the end of the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.
6. Dues for two (2) professional associations pertaining to said employee's position. Upon approval, the employee may attend appropriate professional, service and civic meetings at the national, state and local levels in which the District will provide funds for the registration fees, lodging, meals and travel costs. The employee may also request reimbursement for expenses related to training for their position up to \$1,500.00 with prior approval.
7. Other Leaves:

Bereavement leave with pay, not to exceed five (5) days, will be allowed said employee for each death in the family. Family is construed to mean spouse, dependents, grandparents, parents, children, sisters, brothers, grandchildren, and in-laws. Bereavement leave with pay, not to exceed two (2) days per year, will be allowed for the death of an individual who is not a member of the family.

Jury Duty and Subpoena: If the employee is chosen for jury duty and must serve, payment shall be granted for any contracted days. Any compensation received from the jury duty shall be deducted from the employee's salary. Leave shall be

granted with pay if said employee is subpoenaed to appear as a witness in a court of law. If any witness fees are paid, an equal amount shall be deducted from the employee's salary.

Leaves of Absence up to one (1) year without pay will be allowed at the discretion of the Superintendent and Board of Directors. Written notice must be given at least two (2) months prior to the absence stating the beginning date of the leave, reasons for the leave, and expected date of return. This leave may, upon the discretion of the Board of Directors, be renewed for up to one (1) additional year upon written request by the employee.

8. The Board shall provide the Business Manager with transportation or reimbursed mileage, at the IRS rate, required in the performance of her official duties during her employment under this contract.

By signing this contract, the employee named herein and the Lind-Ritzville School District agree to its terms.

Dated this June ____, 2025.

Employee

Superintendent

LIND SCHOOL DISTRICT #158
CLASSIFIED ADMINISTRATIVE CONTRACT – 2025-26
COOPERATIVE TRANSPORTATION SUPERVISOR/MECHANIC

It is hereby agreed between the Lind School District No. 158 of Adams County, State of Washington, hereinafter called the District, and **Lynn Sackmann**, hereinafter called the employee, that said employee shall perform supervisory and work duties as prescribed by the laws of the State of Washington and rules and regulations made thereunder pertaining to said district. The position of said employee shall be that of Transportation Supervisor/Vehicle Mechanic. Duties under this contract are to begin on the first day of July each year and continue through June 30, and shall be under the supervision of the Lind-Ritzville Cooperative Schools Superintendent. For 2025-26 the contract shall be shared equally between the Ritzville School District and the Lind School District.

This contract shall include 260 eight-hour days of service inclusive of holidays, vacations, or sick leave. Said employee is to receive an annual salary of \$91,783.00, which is reflective of a 2.5% increase. This contract is to be paid in twelve installments with the first installment being paid on the last working day of July and the remaining installments on the last working day of each succeeding calendar month. Job and task accomplishments are the measures of job success, and therefore, the employee understands the need to devote the time necessary to complete the job. There is no overtime unless pre-approved by the Superintendent.

Evaluation of the employee is by the Superintendent, using an evaluation instrument developed by the District and shared with the employee at least six months before a final evaluation. Dismissal by the District may occur only after the employee has been evaluated and given an opportunity to improve and change as necessary, substantiated by an additional evaluation after a reasonable period of time has elapsed to allow for improvement. Immediate dismissal is possible for deliberate violations of District policy, for criminal offenses, or for repeated substandard performance.

Employee is required to give at least thirty (30) working days notice before terminating employment.

Salary and benefits shall be negotiated with the Superintendent and Board of Directors on an annual basis.

ANNUAL BENEFITS SHALL INCLUDE:

1. Twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year with a limit of 260 days. At the time of separation from employment due to a bona fide retirement or death, an employee or his/her estate shall receive pay for accumulated but unused sick

leave up to a maximum of one-hundred eighty (180) days at a rate equal to one (1) day's per diem pay for each four full days accrued leave for illness or injury.

2. Insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
3. Thirteen (13) paid holidays which include: Day before New Year's Day, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, and Christmas Day and the day before or after.
4. Twenty-five (25) days of paid vacation. Unused vacation may be accumulated at the rate of up to ten (10) days per year, and up to (5) five unused vacation days may be compensated at said employee's per diem rate of pay on an annual basis. Total vacations days for the year shall not accumulate more than thirty-five days (35).
5. Four (4) days personal leave at said employee's regular rate of pay that are not accumulative from year to year. Employees may sell back one unused personal leave day per year and may carryover one for a maximum of 5 days in any given year.
6. Dues for one (1) professional association pertaining to said employee's position. At the discretion of the Superintendent, the Transportation Supervisor may attend appropriate professional, service and civic meetings at the national, state and local levels. The District may provide funds for the registration fees, lodging, meals and travel costs.
7. Transportation: The School Districts agree to provide the Transportation Supervisor with transportation required in the performance of his official duties under this contract, and specifically will provide a district vehicle for travel between the two districts and to district and school events and official meetings. The Transportation Supervisor will be allowed to take the vehicle to his residence overnight during inclement weather seasons to be used to check road conditions. The School Districts' vehicle(s) shall not be used for personal reasons.
8. Other Leaves:

Bereavement leave with pay, not to exceed five (5) days, will be allowed said employee for each death in the family. Family is construed to mean spouse, dependents, grandparents, parents, children, sisters, brothers, grandchildren, and in-laws. Bereavement leave with pay, not to exceed two (2) days per year, will be allowed for the death of an individual who is not a member of the family.

Jury Duty and Subpoena: If the employee is chosen for jury duty and must serve, payment shall be granted for any contracted days. Any compensation received from the jury duty shall be deducted from the employee's salary. Leave shall be granted with pay if said employee is subpoenaed to appear as a witness in a court of law. If any witness fees are paid, an equal amount shall be deducted from the employee's salary.

Leave of Absence up to one (1) year without pay will be allowed at the discretion of the Superintendent and Board of Directors. Written notice must be given at least two (2) months prior to the absence stating the beginning date of the leave, reasons for the leave, and expected date of return. This leave may, upon the discretion of the Board of Directors, be renewed for up to one (1) additional year upon written request by the employee.

By signing this contract, the employee named herein and the Lind-Ritzville School District agree to its terms.

By Order of the Board of Directors:

Approved this 23rd day of June 2025

BY _____
Superintendent

Accepted

BY _____
Transportation Supervisor/Vehicle Mechanic – **Lynn Sackmann**

Date

RITZVILLE SCHOOL DISTRICT # 160
ADMINISTRATIVE EMPLOYEE CONTRACT
PK-5 PRINCIPAL / COOPERATIVE STATE/FEDERAL PROGRAMS DIRECTOR

This contract is made by and between the Board of Directors of Ritzville School District #160, Adams County, State of Washington (hereinafter called the District) and **Tanner LaTour** (hereinafter called the PK-5 Principal / Cooperative State/Federal Programs Director).

- 1) The PK-5 Principal / Cooperative State/Federal Programs Director is hereby employed by the District to perform the duties of the PK-5 Principal of the Ritzville School District, and Cooperative State/Federal Programs Director of the Lind-Ritzville Cooperative Schools, and perform such duties for the district as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and District policies, procedures and regulations. The PK-5 Principal / Cooperative State/Federal Programs Director shall be subject to assignment, reassignment and transfer by the District Superintendent. The PK-5 Principal / Cooperative State/Federal Programs Director shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.
- 2) During the term of this agreement, the PK-5 Principal / Cooperative State/Federal Programs Director will be subject to discharge for cause pursuant to state and federal laws and regulations and the adopted policies of the district, provided, however, that the District shall comply with and act in accordance with all conditions of this contract, Board policies, and with all applicable law of the State of Washington, including provisions for notice and hearing.
- 3) The Board shall provide the PK-5 Principal / Cooperative State/Federal Programs Director with transportation or reimbursed mileage, at the IRS rate, required in the performance of his official duties during his employment under this contract. (to and from meetings)
- 4) In consideration of an annual salary of \$120,811.00 payable in twelve (12) equal monthly payments, said PK-5 Principal / Cooperative State/Federal Programs Director agrees to perform faithfully the duties of PK-5 Principal / Cooperative State/Federal Programs Director. All installments will be paid on the last working day of the month. This contract shall be July 1, 2025 through June 30, 2026.
- 5) The number of workdays per twelve-month contract year shall be 210 days of service exclusive of holidays and vacation periods.
- 6) In addition to the annual salary, the PK-5 Principal / Cooperative State/Federal Programs Director shall receive the following forms of compensation in consideration for the performance of duties as PK-5 Principal of the Ritzville School District #160 and Cooperative State/Federal Programs Director of Lind-Ritzville Cooperative Schools:
 - A. The PK-5 Principal / Cooperative State/Federal Programs Director shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed

at the employee's per diem rate of pay at the end of the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.

- B. The PK-5 Principal / Cooperative State/Federal Programs Director shall be entitled to five (5) days of paid bereavement leave per year, which is non-cumulative.
 - C. The PK-5 Principal / Cooperative State/Federal Programs Director shall be entitled to five (5) days of paid vacation leave per year after completing five (5) years of service in the district.
 - D. The PK-5 Principal / Cooperative State/Federal Programs Director shall receive insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
 - E. The PK-5 Principal / Cooperative State/Federal Programs Director will receive twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year to a limit of 180 days.
 - F. The District will pay dues for two (2) professional associations pertaining to the PK-5 Principal / Cooperative State/Federal Programs Director's position each year. (AWSP & ASCD)
- 7) This contract represents the total agreement between the parties regarding the employment of the PK-5 Principal / Cooperative State/Federal Programs Director by the Board and there are no verbal agreements, which modify the contracts terms. Neither party has made any representations to the other or relied on any representation by the other party except as expressly contained herein. Additions and/or changes, agreed to by both parties to this contract, shall be in the form of an amendment and shall become a part of this contract.

By Order of the Board of Directors:

Approved this 23rd day of June, 2025

BY _____
Superintendent

Accepted

BY _____
PK-5 Principal / Cooperative State/Federal Programs Director – **Tanner LaTour**

Date

LIND SCHOOL DISTRICT #158 and RITZVILLE SCHOOL DISTRICT #160-67
CLASSIFIED ADMINISTRATIVE CONTRACT – 2025-26
HUMAN RESOURCE/PAYROLL MANAGER

It is hereby agreed between the Lind School District No. 158 and Ritzville School District #160 & 167 of Adams County, State of Washington, hereinafter called the District, and **Cristina Schuler**, hereinafter called the employee, that said employee shall assist in human resource services, and provide payroll and clerical duties as are prescribed by the laws of the State of Washington and rules and regulations made thereunder pertaining to said districts. The position of said employee shall be that of Human Resource/Payroll Manager. Duties under this contract are to begin on the first day of July each year and continue through June 30th, and shall be under the supervision of the Superintendent.

This contract shall include 260 eight-hour days of service inclusive of holidays, vacations, or sick leave. The eight-hour workday includes a 30-minute uninterrupted paid lunch period, and two 15-minute breaks. Said employee is to receive an annual salary of \$93,331. Said salary is to be paid in twelve installments with the first installment being paid on the last working day of July and the remaining installments on the last working day of each succeeding calendar month. Compensation for additional work hours in a day will be preapproved by the Superintendent and used/paid as agreed by both parties.

The Human Resource/Payroll Manager is hereby employed by the Districts to perform the duties of the Human Resource/Payroll Manager of Lind and Ritzville School District and perform such administrative duties for the district as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and District policies, procedures and regulations. The Human Resource/Payroll Manager shall be subject to assignment, reassignment and transfer by the District Superintendent. The Human Resource/Payroll Manager shall be notified of said assignment, reassignment, and/or transfer at least one calendar year prior to the start of the contract year in which the change will take place. A new assignment, reassignment, and/or transfer will constitute the re-negotiation of this contract.

Evaluation of the employee is by the Superintendent, using an evaluation instrument developed by the Districts and shared with the employee at least six months before a final evaluation. Dismissal by the Districts may occur only after the employee has been evaluated and given an opportunity to improve and change as necessary, substantiated by an additional evaluation after a reasonable period of time has elapsed to allow for improvement. Immediate dismissal is possible for deliberate violations of District policy, for criminal offenses, or for repeated substandard performance

Employee is required to give at least thirty (30) working days written notice before terminating employment.

Salary and benefits shall be negotiated with the Superintendent and Board of Directors on an annual basis.

ANNUAL BENEFITS SHALL INCLUDE:

1. Twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year with a limit of 260 days. At the time of separation from employment due to a bona fide retirement or death, an employee or his/her estate shall receive pay for accumulated but unused sick leave up to a maximum of one-hundred eighty (180) days at a rate equal to one (1) day's per diem pay for each four full days accrued leave for illness or injury.
2. Insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.
3. Thirteen (13) paid holidays which include: Day before New Year's Day, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, and Christmas Day and the day before or after.
4. Thirty-six (36) days of paid vacation. Unused vacation may be accumulated at the rate of up to ten (10) days per year, and up to (5) five unused vacation days may be compensated at said employee's per diem rate of pay on an annual basis. Total vacations days for the year shall not accumulate more than forty-six days (46).
5. The Human Resource/Payroll Manager shall be entitled to four (4) paid personal days per year. Unused personal leave days may be reimbursed at the employee's per diem rate of pay at the end of the school year (maximum 4 days reimbursed per year). Or the employee may choose to roll over unused personal leave days, with a maximum of up to six (6) days in total on the books in any given year.
6. Dues for two (2) professional associations pertaining to said employee's position. Upon approval, the employee may attend appropriate professional, service and civic meetings at the national, state and local levels in which the District will provide funds for the registration fees, lodging, meals and travel costs. The employee may also request reimbursement for expenses related to training for their position up to \$1,500.00 with prior approval.
7. Other Leaves:

Bereavement leave with pay, not to exceed five (5) days, will be allowed said employee for each death in the family. Family is construed to mean spouse, dependents, grandparents, parents, children, sisters, brothers, grandchildren, and in-laws. Bereavement leave with pay, not to exceed two (2) days per year, will be allowed for the death of an individual who is not a member of the family.

Jury Duty and Subpoena: If the employee is chosen for jury duty and must serve, payment shall be granted for any contracted days. Any compensation received from the jury duty shall be deducted from the employee's salary. Leave shall be

granted with pay if said employee is subpoenaed to appear as a witness in a court of law. If any witness fees are paid, an equal amount shall be deducted from the employee's salary.

Leaves of Absence up to one (1) year without pay will be allowed at the discretion of the Superintendent and Board of Directors. Written notice must be given at least two (2) months prior to the absence stating the beginning date of the leave, reasons for the leave, and expected date of return. This leave may, upon the discretion of the Board of Directors, be renewed for up to one (1) additional year upon written request by the employee.

8. The Board shall provide the Human Resource/Payroll Manager with transportation or reimbursed mileage, at the IRS rate, required in the performance of her official duties during her employment under this contract.

By signing this contract, the employee named herein and the Lind-Ritzville School District agree to its terms.

Dated this June ____, 2025.

Employee

Superintendent

**LIND SCHOOL DISTRICT #158 & RITZVILLE SCHOOL DISTRICT #160-67
CLASSIFIED ADMINISTRATIVE EMPLOYEE CONTRACT - 2025-26
LIND-RITZVILLE COOPERATIVE FACILITIES / GROUNDS DIRECTOR**

Section I: CONTRACT AND DUTIES

- A. This contract is made by and between the Board of Directors of Lind School District #158 and Ritzville School District #160-67, Adams County, State of Washington (hereinafter called the Districts) and **Zach Gardner** (hereinafter called the Facilities/Grounds Director).

The Facilities/Grounds Director is hereby employed by the Cooperative to perform the duties of the Facilities/Grounds Director of Lind-Ritzville Cooperative Schools and perform such administrative duties for the districts as may reasonably be assigned by the superintendent in accordance with applicable state and federal statutes and regulations and Districts policies, procedures and regulations. The Facilities/Grounds Director shall be subject to assignment, reassignment and transfer by the District Superintendent.

- B. The Facilities/Grounds Director is to receive an annual salary of \$81,997, which reflects a 2.5% increase. This contract is to be paid in twelve (12) equal installments with the first installment paid on the last working day of July and the remaining installments on the last working day of each succeeding calendar month. This contract shall include 260 eight-hour days of service inclusive of holidays, vacations, personal leave, or sick leave. Job and task accomplishments are the measures of job success, and therefore, the employee understands the need to devote the time necessary to complete the job. There is no overtime unless pre-approved by the Superintendent. This contract shall be July 1, 2025 through June 30, 2026.

Salary and benefits shall be negotiated with the Superintendent and Board of Directors on an annual basis.

- C. Responsibilities of the Facilities/Grounds Director shall include training and supervision of all Lind-Ritzville custodial/grounds/maintenance personnel. The director shall be responsible for assigning, training and supervising these employees in their respective duties and responsibilities. The director is responsible for all buildings and grounds maintenance, upkeep, care and campus beautification which includes directing, supervising, and coordinating with custodial/grounds/maintenance personnel for this purpose.

In consultation with the superintendent, the Facilities/Grounds Director develops and carries out short and long-range plans for maintaining and improving facilities and grounds. The director provides timely updates related to short and long-range maintenance and improvement plans, and effectively communicates repairs and/or urgent matters to districts and building leaders. In carrying out the aforementioned duties, the director is responsible for communicating and coordinating with vendors and contractors.

To effectively manage, supervise and coordinate these duties and responsibilities, the Facilities/Grounds Director will divide time between Lind and Ritzville accordingly: two (2) working days weekly in Lind and three (3) working days weekly in Ritzville. Upon approval from the superintendent, the director may adjust the weekly schedule to accommodate projects and/or repairs.

- D. During the term of this agreement, the Facilities/Grounds Director will be subject to discharge for cause pursuant to state and federal laws and regulations and the adopted policies of the districts, provided, however, that the Districts shall comply with and act in accordance with all conditions of this contract, Board policies, and with all applicable law of the State of Washington, including provisions for notice and hearing.
- E. Evaluation of the employee is by the Superintendent, using an evaluation instrument developed by the Districts and shared with the employee at least six months before a final evaluation. Dismissal by the Districts may occur only after the employee has been evaluated and given an opportunity to improve and change as necessary, substantiated by an additional evaluation after a reasonable period of time has elapsed to allow for improvement. Immediate dismissal is possible for deliberate violations of Districts policy, for criminal offenses, or for repeated substandard performance.
- F. The employee is required to give at least thirty (30) working days written notice before terminating employment.

Section II: ANNUAL BENEFITS SHALL INCLUDE:

- 1) The number of work days per twelve-month contract year shall be 260 days of service inclusive of 13 holidays including the following: New Year's Day; the day before New Year's Day; Christmas Day and the day before Christmas Day; Martin Luther King Day; President's Day; Memorial Day; Juneteenth; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; the day after Thanksgiving Day.
- 2) In addition to the annual salary, the Facilities/Grounds Director shall receive the following forms of compensation in consideration for the performance of duties as Facilities Manager/Director of Lind-Ritzville Cooperative Schools:
 - A. The Facilities/Grounds Director shall be entitled to twenty-one (21) working days for vacation annually. Unused vacation may be accumulated at the rate of up to ten (10) days per year, and up to (10) ten unused vacation days may be compensated at said employee's per diem rate of pay on an annual basis, and a maximum of (10) ten days at the time of separation. Total vacation days for the year shall not accumulate more than thirty-one days (31).
 - B. The Facilities/Grounds Director shall be entitled to five (5) days of paid bereavement leave per year, which is non-cumulative.
 - C. The Facilities/Grounds Director shall receive insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.

- D. The Facilities/Grounds Director will receive twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated from year to year to a limit of two-hundred sixty (260) days. At the time of separation from employment due to a bona retirement or death, the employee or his estate shall receive pay for accumulated but unused sick leave up to a maximum of one-hundred eighty (180) days at a rate equal to one (1) day's per diem pay for each four full days accrued leave for illness or injury.
 - E. Four (4) days personal leave at said employee's regular rate of pay. These personal leave days are non-cumulative from year to year. The employee may sell back one unused personal leave day per year and may carry over one for a maximum of 5 days in any given year.
 - F. The Districts will pay dues for one (1) professional association pertaining to the Facilities Manager's position each year.
 - G. The Districts shall provide the Facilities / Grounds Director with transportation or reimbursed mileage, at the IRS rate, required in the performance of his official duties during his employment under this contract.
- 3) This contract represents the total agreement between the parties regarding the employment of the Facilities/Grounds Director by the Boards and there are no verbal agreements, which modify the contract's terms. Neither party has made any representations to the other or relied on any representation by the other party except as expressly contained herein. Additions and/or changes, agreed to by both parties to this contract, shall be in the form of an amendment and shall become a part of this contract.

By Order of the Board of Directors:

Approved this 23rd day of June 2025

BY _____
Superintendent

Accepted

BY _____
Facilities/Grounds Director – **Zach Gardner**

Date

**RITZVILLE AND LIND SCHOOL DISTRICT
NON-REPRESENTED EMPLOYEE CONTRACT
SCHOOL NURSE**

This contract is made between the Board of Directors of the Ritzville School District No. 160-67, the Lind School District No. 158, Adams County and **Kelley Kiesz**, School Nurse.

1. Employee is hereby employed by the Ritzville School District to perform assigned services as Ritzville and Lind School District School Nurse during the 2025-2026 school year, commencing on August 20, 2025 and ending on June 9, 2026. This employment shall include 183 paid days of service at 7.5 hours per day, including a half an hour paid lunch.
2. Employee shall perform such duties as may be reasonably assigned by her supervisor, including such duties as may be prescribed by applicable state and federal statutes and regulations and District policies, procedures and regulations. Employee shall be subject to assignment, reassignment, and transfer by the district Superintendent, or other designated administrative authority.
3. Employee shall receive an hourly pay of \$47.50 per hour, which shall be paid in twelve installments commencing on the 30th day of September 2025 with successive installments payable each succeeding calendar month on the last working day of the month during the term of this contract. The projected annual gross is \$65,193.75, (183 days at 7.5 hours per day at \$47.50 per hour). Hourly salary will change to \$50.00 upon receipt of a bachelor's degree in nursing.
4. It is agreed that the employee may terminate this contract of employment at any time by giving thirty (30) days notice.
5. The employees' hours of work shall be as follows:
 - 5.1 183 days (176 school days, 1 in-service day, and 4 training/preparation days)
 - 5.2 7.5-hours day, five days per week (Monday-Friday), daily hours are 8:00am-3:30pm.
 - 5.3 The employee will be allowed a paid 30-minute lunch and two 10-minute breaks for a total of 7.5 hours per day.
 - 5.4 The School Nurse must receive prior approval from the Building Principals for any overtime or flextime hours worked.
6. Twelve (12) days leave with compensation for illness, injury and emergencies. Such unused leave shall be accumulated to the maximum allowed by law. At the time of separation from employment due to a bona fide retirement or death, an employee or his/her estate shall receive pay for accumulated but unused sick leave up to a maximum of one-hundred eighty (180) days at a rate equal to one (1) day's per diem pay for each four full days accrued leave for illness or injury.
7. Insurance benefits for medical, dental and vision coverage, at a rate not to exceed the state allocation amount.

8. Four (4) days personal leave at said employee's regular rate of pay that are not accumulative from year to year.

9. Other Leaves:

Bereavement Leave with pay, not to exceed five (5) days, will be allowed said employee for each death in the family. Family is construed to mean spouse, dependents, grandparents, parents, children, sisters, brothers, grandchildren, and in-laws. Bereavement leave with pay, not to exceed two (2) days per year, will be allowed for the death of an individual who is not a member of the family.

Jury Duty and Subpoena: If the employee is chosen for jury duty and must serve, payment shall be granted for any contracted days. Any compensation received from the jury duty shall be deducted from the employee's salary. Leave shall be granted with pay if said employee is subpoenaed to appear as a witness in a court of law. If any witness fees are paid, an equal amount shall be deducted from the employee's salary.

Leaves of Absence up to one (1) year without pay will be allowed at the discretion of the Superintendent and Board of Directors. Written notice must be given at least two (2) months prior to the absence stating the beginning date of the leave, reasons for the leave, and expected date of return. This leave may, upon the discretion of the Board of Directors, be renewed for up to one (1) additional year upon written request by the employee.

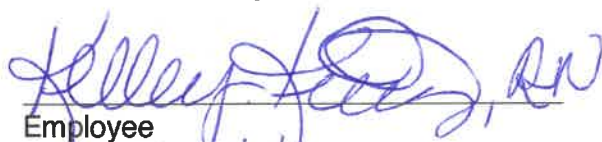
Emergency Leave with approval of the administrator, employees will be granted emergency leave. This is to be used when important circumstances, which could not be attended to outside the employee's regular hours are needed.

10. Should the District decide to discharge or lay off a non-represented employee, the employee shall be notified in writing prior to the end of the school year. Each employee shall be evaluated annually, allowing the employee an opportunity to respond, in writing, if the employee so desires.

BY THE ORDER OF THE BOARD OF DIRECTORS.

By signing this contract, the employee named herein and the Lind and Ritzville School Districts agree to its terms.

Dated this 24th day of June, 2025.


Employee

06/24/2025
Date Signed


Superintendent

06/24/2025
Date Signed

Fwd: MS volleyball

1 message

Dustan Arlt <darlt@lrschools.org>

Wed, May 28, 2025 at 8:41 AM

To: Don Vanderholm <dvanderholm@lrschools.org>, Kris Robbins <krobbins@lrschools.org>, Tina Schuler <tschuler@lrschools.org>, Jamie Nichols <jnichols@lrschools.org>

----- Forwarded message -----

From: **Ann-Marie Saetre** <amsaetre@lrschools.org>

Date: Wed, May 28, 2025 at 8:35 AM

Subject: MS volleyball

To: Dustan Arlt <darlt@lrschools.org>

I am not sure if I need to do this officially. But I would like to officially resign from my MS Volleyball coaching position.

--

Ann-Marie Saetre
Lind School District
Special Education Teacher PK-8

Fwd: School Nurse position

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 17, 2025 at 9:28 AM

----- Forwarded message -----

From: **Stephanie Lundgren** <slundgren@lrschools.org>
Date: Tue, Jun 17, 2025 at 9:19 AM
Subject: School Nurse position
To: Don Vanderholm <dvanderholm@lrschools.org>

I am resigning my position at the Lind-Ritzville Coop. School Nurse as of 8/31/25 for the school year 2025-2026. I am needed closer to home for my family. It has been a pleasure working with staff and students. It has been a challenging year with a lack of resources and guidelines.

Thank you for opportunity,
Stephanie Lundgren

Fwd: Resignation from Teaching Position

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Wed, Jun 18, 2025 at 9:44 AM

----- Forwarded message -----

From: **Carley Stanford** <cstanford@lrschools.org>

Date: Wed, Jun 18, 2025 at 8:24 AM

Subject: Resignation from Teaching Position

To: Don Vanderholm <dvanderholm@lrschools.org>, Tanner LaTour <tlatour@lrschools.org>, Tina Schuler <tschuler@lrschools.org>

I hope this message finds you all well. I am writing to formally resign from my teaching position (third grade) at Ritzville Grade School, effective June 30.

Over the past seven years, Ritzville has been more than just a workplace; it has been a place of growth, learning, and community. I am incredibly grateful for the opportunities I've had here and for the support of the staff, students, and families. This school has truly helped shape me into the teacher I am today, and I will always carry that with me.

This decision was not made lightly. After much consideration, I have accepted a position at Davenport Elementary School. This change brings my family closer to my husband's work and gives us a chance to build a stronger family unit while still being a part of a small community.

Thank you, Ritzville Grade School and Lind-Ritzville Cooperative Schools, again, for everything. I will deeply miss this community and appreciate all the support during this transition.

Best,

Carley Stanford

--

Mrs. Stanford

3rd Grade

Ritzville Grade School

Fwd: PE Hire

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:28 PM

----- Forwarded message -----

From: **Kevin Terris** <kterris@lrschools.org>

Date: Thu, Jun 5, 2025 at 11:16 AM

Subject: PE Hire

To: Don Vanderholm <dvanderholm@lrschools.org>, Tina Schuler <tschuler@lrschools.org>

I am happy to share with you that Emberlynn Mack has accepted the high school PE position. She is from Vancouver, WA, and she acquired her teaching certificate through LC State College. She completed her student teaching at Clarkson High School.

Her references spoke very highly of her. The most common characteristic I heard from her references is that she is all about students and providing them with a modern approach to physical education and health. She is a hard-worker, too.

Her email is emberlynnmack@gmail.com

--

Kevin Terris
Lind-Ritzville High School Principal
Lind-Ritzville CTE Director

Fwd: Recommendation to hire .49 Music

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:19 PM

----- Forwarded message -----

From: **Tanner LaTour** <tlatour@lrschools.org>
Date: Thu, May 29, 2025 at 8:48 AM
Subject: Recommendation to hire .49 Music
To: Don Vanderholm <dvanderholm@lrschools.org>, Tina Schuler <tschuler@lrschools.org>

Hi Don and Tina,

I'm writing to highly recommend Carol Ewing for the .49 certified music position. Carol has been an incredible asset to our school, and it's clear she genuinely cares about her students.. She takes the time to get to know each child, meet them where they are, and create a music classroom that's both welcoming and engaging.

Last year, she served as our classified music teacher and did an amazing job introducing students to music, keyboarding, and technology in ways that were fun, hands-on, and meaningful. She also stepped up this year as our long-term music sub just weeks before the winter concert and pulled it all together beautifully. Her calm presence and dedication to the students made a big difference during that time.

Carol teaches with heart. She understands that every child has different needs, and she approaches her work with patience, creativity, and a true desire to help kids grow, not just musically, but socially and emotionally too. I would love to see her continue in this role and believe she would be a fantastic certified music teacher for our school.

--

Tanner LaTour
M.Ed. Leadership and Administration
Principal - Ritzville Grade School
509- 659-0232 Ext. 1005

Fwd: Foriegn Language

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:15 PM

----- Forwarded message -----

From: **Don Vanderholm** <dvanderholm@lrschools.org>
Date: Fri, Jun 6, 2025 at 1:40 PM
Subject: Re: Foriegn Language
To: Kevin Terris <kterris@lrschools.org>
Cc: Tina Schuler <tschuler@lrschools.org>

Yes, absolutely! Great catch with this thought to position.

Don Vanderholm, Ed.D
Superintendent
Lind-Ritzville Cooperative Schools
509-677-3499 (Lind)
509-659-1660 (Ritzville)

"LIND-RITZVILLE GRIT"

On Fri, Jun 6, 2025 at 1:31 PM Kevin Terris <kterris@lrschools.org> wrote:
Don and Tina,

I am asking for you to approve the foreign language applicant, Ivan Maldonado-Ramirez.

Mr. Maldonado-Ramirez graduated from Washington State University and did his student teaching at Clarkson High School. He attended high school at Othello High School. He comes to this position with great potential as a first year teacher. His mentor teachers shared that he is creative in his teaching, and does a wonderful job with balancing learning his native language with a celebration of the Spanish heritage.

He is going to do great!

--

Kevin Terris
Lind-Ritzville High School Principal
Lind-Ritzville CTE Director

Fwd: HS Secretary Position

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:19 PM

----- Forwarded message -----

From: **Kevin Terris** <kterris@lrschools.org>

Date: Mon, Jun 2, 2025 at 9:49 AM

Subject: HS Secretary Position

To: Don Vanderholm <dvanderholm@lrschools.org>, Tina Schuler <tschuler@lrschools.org>

Dona and Tina,

I am requesting that I hire Michelle Keefer as the next high school secretary. The interview took place on Thursday, May 29th with a committee of six people. We interviewed six total candidates.

Michelle comes to us with a wealth of experience inside and outside of public schools. She is eager and enthusiastic about this new position, and I am excited to have part of our high school team.

--

Kevin Terris
Lind-Ritzville High School Principal
Lind-Ritzville CTE Director

Ron Miller
Po Box 385
Lind, Washington
6/8/2025

Tina Schuler
Payroll/HR Manager
Lind School District
507 N E Street
Lind, WA 99341

Dear Tina Schuler:

I am writing to inform you that I have decided to resign from my position as custodian at the Lind Ritzville Middle School. My last day at Lind School District will be 6/20/2025.

I want to take this opportunity to say what a blessing it has been to work for the district for nearly 15 years. Over the years I have met some amazing people who have now become lifelong friends, all of whom I will truly miss. This has been hands-down one of the best jobs that I have ever had, so thank you again.

Sincerely,

Ron Miller

Fwd: STEAM Position

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:18 PM

----- Forwarded message -----

From: **Don Walker** <dwalker@lrschools.org>

Date: Tue, Jun 3, 2025 at 1:42 PM

Subject: STEAM Position

To: Tina Schuler <tschuler@lrschools.org>, Don Vanderholm <dvanderholm@lrschools.org>

Hello,

I would like to wholeheartedly recommend Tyson Kimbel as our next STEAM Electives Teacher at LRMS. He comes from a long line of agriculture teachers and has strong and innovative ideas to make our shop and SciMaTech classes come alive! He has experience participating in FIRST robotics and has the skills needed to help boost our already developed programs of robotics and applied sciences. His recommendations are all top notch, one noting he is the strongest candidate they have this year in his teaching program.

Best regards,

Don Walker

Principal

Lind-Ritzville Middle School

dwalker@lrschools.org

509-677-3408 x5210

Fwd: LES principal

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 10, 2025 at 2:20 PM

----- Forwarded message -----

From: **Don Vanderholm** <dvanderholm@lrschools.org>
Date: Mon, Jun 2, 2025 at 9:09 AM
Subject: LES principal
To: Tina Schuler <tschuler@lrschools.org>

Tina,

With a unanimous recommendation from the interview team, and after completing a thorough background check I proceeded with offering the LES principal position to Gabriel Lopez last Friday and he accepted.

Please prepare and send Gabriel a letter of hire for him to sign and return.

Don Vanderholm, Ed.D
Superintendent
Lind-Ritzville Cooperative Schools
509-677-3499 (Lind)
509-659-1660 (Ritzville)

"LIND-RITZVILLE GRIT"

Board Recommendation for Natalie McKinney

I am pleased to recommend Natalie McKinney for the Early Learning Paraeducator position at Lind Elementary School. Natalie has many years of experience volunteering in her children's schools, supporting classrooms with projects, snacks, and field trips. She values education and promotes lifelong learning. Natalie brings a calm, caring, yet firm presence that is ideal for working with young learners. I am confident she will be a strong and positive addition to our early learning team.

Fwd: Surplusing Bus #4

1 message

Jamie Nichols <jnichols@lrschools.org>
To: Jamie Nichols <jnichols@lrschools.org>

Mon, Jun 16, 2025 at 12:41 PM

----- Forwarded message -----

From: **Lynn Sackmann** <lsackmann@lrschools.org>

Date: Thu, Jun 12, 2025 at 11:07 AM

Subject: Surplusing Bus #4

To: Don Vanderholm <dvanderholm@lrschools.org>, Kris Robbins <krobbins@lrschools.org>, Tina Schuler <tschuler@lrschools.org>

Hi All

I would like to surplus Bus #4 it is a 2011 International bus
with a Maxx Force DT466 Engine
It just passed State Patrol inspection
VIN # 4DRBWADR9BA260691
State bus #206480
78 Passenger
157851 Miles

It is a Rear Engine bus that we used as a trip bus. Now that we have the two new trip buses it is not being used and it isn't good to use
on routes because the rear engine and gravel roads don't mix well.

We will still have bus 20 as a backup trip bus. Bus 20 is the same year but has fewer miles.

If you have any questions please let me know.

Thank You
Lynn E Sackmann
Transportation Supervisor
Lind-Ritzville Transportation Co-Op
206 W 3rd Lind Wa 99341
Cell 509-650-7272

nurse hire

1 message

Don Vanderholm <dvanderholm@lrschools.org>
To: Tina Schuler <tschuler@lrschools.org>
Cc: Jamie Nichols <jnichols@lrschools.org>

Tue, Jun 24, 2025 at 4:47 PM

Tina,

I'm pleased to share that Kelly Kiesz accepted the position as Cooperative School Nurse.
Kelly has an outstanding nursing background and positive mindset that will serve students, staff and families well.

Don Vanderholm, Ed.D
Superintendent
Lind-Ritzville Cooperative Schools
509-677-3499 (Lind)
509-659-1660 (Ritzville)

"LIND-RITZVILLE GRIT"

Lind Elementary Board Report

June 2025 ~ End of Year Reflection

As we close out the school year, I am proud to share the progress and highlights from Lind Elementary School. This has been a year of growth, collaboration, and strong instructional focus across all grade levels.

Climate and Culture

Our school climate continues to reflect a respectful, collaborative, and student-centered environment. Staff, students, and families work together in a spirit of mutual respect and shared purpose. Every professional development (PD) and Professional Learning Community (PLC) session was used meaningfully, with staff showing strong engagement and collaboration.

In **June**, the team came together to focus on our district initiatives around MBL, PBL, and proficiency scales, focusing on expanding whole-school learning experiences that help frontload, reinforce, and extend key concepts through reflection and real-world application. In addition, we developed a yearlong elective rotation for students, pacing out instruction in engineering, robotics, coding, performing arts, and visual arts. This new class, called **STEAM**, will provide students with hands-on, creative learning opportunities that support innovation, problem-solving, and cross-curricular connections.

School Safety

Our Tier 1 systems are strong and effective. This year, we had no major behavioral incidents, no restraints or seclusions, and only two after-school detentions. Students are regularly supported in processing and managing their feelings in safe, appropriate ways. Our focus on proactive, relationship-based practices continues to create a positive and secure learning environment.

Academic Progress

- **Reading:** This year marked the first full implementation of our new reading curriculum, and the results were outstanding.
 - 3rd grade SBA scores exceeded the state average by **13%**, and 4th grade trailed by only **4%**.
 - **80%** of students are now reading at or above grade level, an improvement of **35%** from previous years.
 - This significant growth, especially during the first year of a new curriculum (when scores typically dip), is a testament to our staff's commitment to best practices and high standards.

- **NWEA Results:**

- **Math:** 5 out of 6 classes demonstrated **100% growth**.
 - On average, **72%** of K–2 students and **40%** of 3rd–5th graders scored at or above grade level.
- **ELA:** **83%** of students made growth.
 - **60%** of K–2 and **50%** of 3rd–5th graders are at or above grade level.

- **English Language Development:**

- We exited **four** students at the elementary from the state Transitional Bilingual Instruction Program by meeting the required WIDA proficiency levels.

Attendance

43% of our students achieved excellent attendance this year, defined as missing **9 or fewer** days. While we continue to address barriers to consistent attendance, this data reflects a solid foundation on which we plan to build.

Systems and Support

Our MTSS (Multi-Tiered System of Supports) structure was refined this year for both academics and social-emotional learning. With no Tier 3 students on Ms. Baird's caseload, she was able to proactively support the entire student body pushing into classrooms, modeling lessons in preschool and transitional kindergarten, and increasing her presence at recess and lunch. Academically, to support our new curriculum, we opted to do less pull-out groups and pushed in for our tier 2 groups. This allowed students to receive more core instruction from their teachers, with in class support and interventions in the moment. Mrs. Field continued to pull students out for tier 3 services, however we cut the time from 30 min to 20 min to accommodate for more tier 2 push-in time.

In summary, this year has been one of meaningful progress and shared success. Our staff remains deeply committed to student achievement, equity, and continuous improvement. We look forward to building on this year's momentum as we move into the next. We plan to continue our work with ELA, however our main focus next year will be dedicated to math.

Staff “Ah-Ha” Moments

This year brought many positive and insightful “ah-ha” moments for our staff. One of the biggest surprises was how much our students enjoyed the Knowledge units in our newly adopted ELA curriculum even with the daily writing expectations. Teachers were initially concerned about student engagement, but it quickly became clear that students were not only keeping up, they were thriving. Parents shared that their children were coming home excited to talk about the concepts they were learning, which reinforced the relevance and impact of the curriculum. A bonus, all the daily writing improved students' handwriting and typing skills.

Another key moment came through our emphasis on student reflection using proficiency scales and having students set goals. Teachers were surprised at how deeply students engaged in self-reflection and how motivated they became to improve their work. This shift fostered a greater sense of ownership in learning and supported meaningful growth.

Additionally, our students loved reading 1:1 with our middle school teaching assistants. These partnerships built confidence, strengthened reading fluency, and created valuable cross-age mentorship opportunities.

Principal Reflections

As I prepare to leave Lind Elementary School, I do so with immense pride in the staff and the work we've accomplished together over the last five years. One of our most significant achievements has been the transformation in student behavior. What was once a daily challenge with Tier 3 behaviors has shifted to only a few incidents per year. This is a direct result of our staff's unwavering commitment to a strong Tier 1 behavior system grounded in consistent school-wide vocabulary and expectations. Our students are thriving because they know what is expected and feel supported. We frequently receive positive feedback from visiting administrators, guest teachers, and members of the public during field trips and it is always a proud moment.

Academically, I'm equally proud of the growth we've seen. As a team, we focused on strengthening early learning, ensuring our students were seeing, hearing, and speaking during lessons. This intentional practice has improved reading comprehension, collaborative learning, and student confidence. Students now listen to and respect one another's ideas, and it shows they are becoming thoughtful, reflective learners. These outcomes are evident in our school improvement data, WIDA exits, SBA and NWEA scores, and in conversations with parents who have noticed the difference.

I am also deeply proud of the positive, professional culture we have built as a staff. Every team member at Lind Elementary shows up each day ready to give their best for kids. They are

professional, kind, supportive, and always willing to try something new whether it's a new instructional strategy, a change in process, or a project designed to push student learning to the next level. Their dedication is unmatched.

As I transition out of my role, I leave with great optimism and excitement for the future of Lind Elementary. The continued collaboration with PTO, the integration of more STEM opportunities, and the team's focus on engaging learning experiences will continue to move the school forward. I can't wait to see the incredible things they will accomplish.

Ritzville Grade School June 2025 Board Report

School Year reflection and Highlights

This year wasn't perfect by any means but it was meaningful, productive, and exactly what RGS needed to move forward. The unintentional theme of the year was change. From the very beginning, my staff made it clear they were ready for a shift. And while change is never easy, it's often necessary. Holding on too tightly to the past can keep us from building a better future....and that's why we pushed forward.

We leaned into that change together. It was uncomfortable at times, but it brought progress. New systems and structures were put into place, and over time, those changes became the new normal at RGS. I'm incredibly proud of the work our team has done. While the year didn't always feel like sunshine and rainbows, it was full of growth, learning, and positive steps in the right direction....steps that most of us wanted and were willing to work hard for.

Now that the groundwork has been laid, we can move forward with confidence, building on what we've started and continuing to grow stronger as a school community.

Highlights of the year and plans for the future

1. Building a Positive School Culture

This year, we launched PBIS and introduced **Bronco P.R.I.D.E.** - *Positive, Respectful, In Control, Dependable, and Engaged*. This motto became the heart of our school culture.

Students earned **Bronco Bucks**, received shout-outs and certificates, and participated in reward events and the Bronco Store. We filled our hallways with signs, taught mini-lessons to reinforce expectations, and kicked off every day with the Bronco Pride Pledge during announcements.

Over the summer, our PBIS team will take it even further - filming behavior "how-to" videos, restocking prizes, and posting banners throughout the school to make expectations clear in every space.

We are also reinstating school committees next year! Next year, staff will meet monthly in their teams to build connections and collaboration.

- The **Sunshine Committee** will celebrate staff birthdays, recognize life events, offer sympathy when needed, and help welcome new staff with small gifts or gestures.
- The **Spirit Committee** will focus on boosting school spirit by organizing spirit weeks, school-wide celebrations, student and staff recognition, pep assemblies, and fun community-building events.
- The **PBIS Committee** will continue to support our school-wide behavior system by helping staff implement Bronco P.R.I.D.E., coordinating Tier 2 behavior interventions, leading behavior refreshers throughout the year, and making sure expectations are clearly taught, reinforced, and understood by every staff student across the school.

2. Listening to Students and Staff

Feedback made a big impact this year everyone had a voice.

- Surveys guided big decisions, from schedules to special events
- Indoor recess was calmer after we split classes between the gym and classrooms.
- Short cartoons replaced full-length movies before holidays, making the day smoother.

- A new lunch/recess schedule (11:00-12:00) cut wait time and added two Title /LAP support groups.
- Spirit weeks and student ideas made school events more exciting.

We made changes that mattered...and staff and students noticed.

3. Academic Growth and other achievements

- **State SBA scores went up:**
 - **ELA:** from 48 % passing (2023-24) to **56 %** this year.
 - **Math:** from 50 % passing (2023-24) to **55 %** passing this year.
- **NWEA MAP data** also showed strong growth in both reading and math across grade levels.

These improvements are a direct result of our new CKLA and Bridges curriculum, intentional PD/team time, small-group interventions, additional Title/LAP support, and focused reading and math blocks.

Other big wins:

- We created a **STEAM Lab** and began integrating hands-on, cross-curricular learning.
- RGS was featured on the **front page of the newspaper** for our STEAM success.
- Our students donated over **2,000 food items** in the most successful canned food drive in school history!

5. Looking Ahead to 2025-26

Next year, we'll keep building on what worked:

- PBIS will stay strong with updated posters all around, behavior videos, and clear expectations in every part of the school.
- We'll keep using CKLA and Bridges as our main reading and math programs, while finding better ways to improve our practice so students can succeed.
- Teachers will get more PD around UDL (Universal Design for Learning) and high yield teaching strategies that help all learners.
- Team time will continue so staff can plan together, look at student data, and support each other.
- We'll start using IXL and Imagine Math to give students extra practice and help in reading and math.
- Our STEAM Lab will keep growing. Students will do more hands-on projects that mix science, technology, engineering, art, and math.
- We'll also keep improving small-group support so every student gets what they need to learn and grow.

Thank You

I feel like I've grown more this year than in any of my previous 12 years in education. Change is never easy, but my staff not only accepted the change, they asked for it and helped lead it.

We had some tough moments this year, but overall, I'm proud of what we've built together. I believe our school community understands each other better, trusts each other more, and is ready to move forward into year two with strength and clarity.

This year proved what we can do when we work together. Thank you to our students, staff, and families for making this a year of progress and possibility at RGS.

LRMS June Board Report

As we close the school year, we're proud to share positive progress and growth across academics, behavior, and extracurriculars.

Positive School Culture

- Strengthened our Positive Behavioral Intervention and Supports (PBIS) system with clear behavior expectations
- Consistent recognition through motivational awards, student shout-outs, and celebration events
- Resulted in steady improvements in student behavior and a safe, respectful, and supportive environment

Student Voice and Engagement

- Made meaningful changes to assemblies, spirit days, and rewards by actively listening to student input
- Increased student participation and strengthened school community connections
- Built trust and ownership by reflecting student ideas in school culture

Academic Intervention and Growth

- Created dedicated time for targeted math and ELA support, especially focusing on students struggling with their grades
- Reduced the number of students needing extra academic help significantly through focused interventions
- Plan to expand these supports next year and improve how we identify and meet the needs of students who are struggling academically
- iReady data shows solid academic growth, but work remains to close learning gaps
- Next year, focus on Professional Learning Communities (PLCs) to target key areas in reading and math for deeper collaboration and instruction
- Continue advancing mastery-based learning by increasing opportunities for student reflection and ownership of their progress

Extracurricular Successes

- Celebrated multiple winning seasons in athletics, highlighting teamwork and dedication
- Our robotics team earned first place in the robot challenge in their competition in Pasco, showcasing creativity and skill

- Our FFA middle school foods team took first place at the state level, demonstrating talent and commitment
- Strong participation in athletics, robotics, FFA, hobby club, and other enrichment activities supports well-rounded student growth

We're proud of our students' progress and committed to targeted support that helps every learner succeed. By refining interventions and strengthening collaboration, we'll continue closing learning gaps and empowering student growth. Please reach out with any questions.

“Because You Said Yes”—I shared this with staff at the end of the year, and I feel it is a good final report to our boards.

This year, Lind-Ritzville High School achieved transformational progress because our educators, staff, students, and community consistently said YES to innovation, higher expectations, and student-centered practices. Here is a snapshot of the powerful results we achieved together:

Academic Excellence & Instructional Shifts

- Made learning visible with clear learning targets, academic vocabulary, and learning scales in every unit.
- Transitioned to standards-driven instruction and gradebooks that reflect what students know and can do.
- Embraced proficiency over perfection, offering opportunities for re-learning and retakes while maintaining accountability.

Student Achievement & Readiness

- AP exam participation is rising, and 70% of seniors graduated with college credit.
- Every junior participated in job shadows or internships; five seniors earned credit through paid work experience.
- 93% graduation rate—our highest in a long time. ELA scores consistently outperform the state by 10–15%, with steady growth in all cohorts.
- All graduates left with a meaningful post-high school plan: military, trades, college, and more.

Innovation & Opportunity

- Expanded course offerings: Film Appreciation, Ethics, Core Plus, Graphic Design, Intro to Education, and through EWU, Community and Event Planning
- LRHS students are coding, creating podcasts, and gaining career skills through real-world, community-connected learning.
- All CTSOs (FFA, FCCLA, FBLA) earned state and national titles—every program found success.

Equity, Leadership & Relationships

- More inclusive and student-driven ASB leadership.
- Stronger partnerships between staff and students; Life Skills students participate meaningfully in sports and clubs.
- We actively support overwhelmed or uncertain students with empathy.

Culture, Collaboration & Community

- Autonomy, trust, and collegiality define our staff culture.
- Social media now proudly celebrates both student and staff achievements.
- We produced a commercial celebrating our rural pride, and had our largest-ever group attend the Junior Summit.

Conclusion

Because we said yes, our students are thriving.

This year’s success is not luck—it’s the result of shared leadership, focused vision, and unwavering belief in our students. Thank you for your continued support in helping LRHS grow, adapt, and lead with purpose.

Lind-Ritzville Cooperative Schools 2025 - 2026 School Calendar

DRAFT

AUGUST 2025						
Su	M	T	W	TH	F	Sa
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NOVEMBER 2025						
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FEBRUARY 2026						
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MAY 2026						
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SEPTEMBER 2025						
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DECEMBER 2025						
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MARCH 2026						
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JUNE 2026						
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OCTOBER 2025						
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JANUARY 2026						
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APRIL 2026						
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JULY 2026						
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Early Release Friday's (12:30PM) - Staff PD/Collaboration

August 19 - Teacher/Building Prep Day - NO SCHOOL

August 20 - ALL LRCS Staff Training Day - NO SCHOOL

August 21 - Teacher & Para Training Day - NO SCHOOL

August 25 - First Day of School (1st -12th grade)

August 28 - First Day of TK & Kindergarten

August 29 & September 1 - Labor Day Break - NO SCHOOL

October 3 - Teacher Training Day - NO SCHOOL

October 23 & 24 - Fall Conferences - NO SCHOOL

October 30 - End of Midterm 1

November 11 - Veteran's Day - NO SCHOOL

November 26 - Thanksgiving Break - EARLY RELEASE

November 27 & 28 - Thanksgiving Break - NO SCHOOL

December 19 - Winter Break - EARLY RELEASE

December 22 - January 2 - Winter Break - NO SCHOOL

January 19 - Martin Luther King Jr Day - NO SCHOOL

January 20 - End of Semester 1

February 16 - Presidents Day - NO SCHOOL

March 5 - Snow Make-Up Day (if needed) or NO SCHOOL

March 6 - NO SCHOOL

March 26 - End of Midterm 3

April 2 & 3 - Spring Conferences - NO SCHOOL

April 6-10 - Spring Break - NO SCHOOL

May 22 - Snow Make-Up Day (if needed) or NO SCHOOL

May 25 - Memorial Day - NO SCHOOL

June 6 - LRHS Graduation

June 9 - Last Day of School - EARLY RELEASE

176 School Days

44 Days in First Midterm (8/25/25 - 10/30/25)

44 Days in Second Midterm (10/31/25 - 1/20/26)

88 Days in First Semester (8/25/25 - 1/20/26)

44 Days in Third Midterm (1/21/26 - 3/26/26)

44 Days in Fourth Midterm (3/27/26 - 6/9/26)

88 Days in Second Semester (1/21/26 - 6/9/26)

4 Teacher/Staff Training Days

4 Conference Days

Board Approved 3/24/25

DRAFT 6/18/25

Ritzville School District #160-67
Board Resolution 2024-25-05

WHEREAS, RCW 39.56.040 requires the cancellation of warrants not presented for payment within one year of issue, and

WHEREAS, the following outstanding warrants have not been presented for payment to the county treasurer:

FUND	WARRANT	ISSUE DATE	AMOUNT
General	728269	6/30/2023	\$ 1,189.45

NOW THEREFORE, BE IT RESOLVED that the Adams County Auditor and the Adams County Treasurer be authorized to cancel the above-listed outstanding warrants.

ADOPTED this 23rd day of June, 2025.

Secretary to the Board

Director

Director

Director

Director

Director

LOCAL EDUCATIONAL AGENCY
PARENT & FAMILY ENGAGEMENT POLICY

PART I. GENERAL EXPECTATIONS AND OBJECTIVES

The Lind-Ritzville Cooperative School Districts agree to implement the following statutory requirements:

- A. **Involve parents and family members** in jointly developing the local educational agency's Title I, Part A plan under section 1112, and the development of school support and improvement plans under section 1111(d).

The Board recognizes that parental involvement contributes to the achievement of academic standards by students participating in district programs. The board views the education of students as a cooperative effort among school, parents, and our community. The board expects that its schools will carry out programs, activities, and procedures in accordance with the statutory definition of parental involvement. Parental involvement includes, but is not limited to the participation of parents in regular two-way, meaningful communication involving student academic learning, including ensuring that parents:

- Play an integral role in assisting in their child's learning;
- Work collaboratively with staff to develop the district and school's Title 1 plan;
- Are encouraged to be actively involved in their child's education;
- Are full partners in their child's education. Are included in decision-making and participate on advisory committees to assist in the education of our students.

- B. **Provide the coordination, technical assistance, and other support necessary** to assist and build the capacity of all participating schools within the LEA in planning and implementing effective parent and family involvement activities. These activities must improve student academic achievement and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education;
- C. **Coordinate and** integrate parent and family engagement strategies to the extent feasible and appropriate, with other relevant Federal, State, and local laws and programs;
- D. **Conduct**, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in

improving the academic quality of all schools served under this part, including identifying-

- Barriers to greater participation by parents/families in activities authorized by this section (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background);
 - The needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers; and
 - Strategies to support successful school and family interactions;
- E. **Use the findings of such evaluation** to design evidence-based strategies for more effective parental and family engagement, and to revise, if necessary, the parent and family engagement policies described in this section; and
- F. **Involve parents in the activities of the schools**, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents or family members served by the LEA to adequately represent the needs of the population. This advisory board will help develop, revise, and review the parent and family engagement policy.

PART III. ADOPTION

This LEA's Parental and Family Engagement Policy has been developed jointly with, and agreed on with, parents of children participating in Title I, Part A programs, as evidenced by our Parent Advisory meeting on June 3, 2025.

This policy was adopted by Lind-Ritzville Cooperative Schools on **June 22, 2025** and will be in effect for the period of no more than five years. The LEA will distribute this policy to all parents of participating Title I, Part A children on or before Fall Parent Conferences.

(Signature of Authorized Official)

(Date)

Lind-Ritzville Coaches Salary Schedule

Salary Schedule -- 2.5%

<u>Years of Experience at Group Level</u>	<u>0 to 3</u>	<u>4 to 7</u>	<u>8+</u>
<i>HS Head Coaches (Football, Volleyball, Basketball)</i>	\$5,756.63	\$5,982.38	\$6,208.13

<i>HS Head Coaches (Track, Baseball, Softball, Wrestling)</i>	\$5,123.72	\$5,289.00	\$5,509.38
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<i>HS Head Coaches (Golf, Cross Country, Tennis)</i> <i>HS Assistant (Football, Volleyball, Basketball)</i>	\$3,691.28	\$3,856.56	\$4,076.94
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<i>HS Assistants (Track, Baseball, Softball, Wrestling)</i> <i>HS Head Cheer</i> <i>HS C Squad Coaches</i> <i>MS Head Coaches</i>	\$3,360.72	\$3,470.91	\$3,691.28
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<i>HS Assistants (Golf, Tennis, Cross Country)</i> <i>MS Assistants</i>	\$2,369.03	\$2,534.31	\$2,699.59
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Lind-Ritzville Athletic Director Stipend:

<u>Experience Stipend</u>	17%
0-3 years	\$15,050.00
4-7 Years	\$16,705.50
8+ Years	\$18,543.11

Lind-Ritzville Athletic Trainer's Stipend

<u>Experience Stipend</u>	2.5%
0-3 years	\$13,222.00
4-7 Years	\$14,875.00
8+ Years	\$16,530.00

Post Season/Play Off Pay = 5% of coaching stipend per additional week. Cheer Coach is paid at 3% per additional week
Beginning SY 2027-2028 - schedule will increase by 2.5% every other year. (ie SY27-28, SY 29-30, SY31-32, etc)

TA: 6/4/2025

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ARTICLE V – WAGES, HOURS, AND BENEFITS
Section [X] – Remote Work

1. Scope

Remote work is not a standard condition of employment for certificated staff. While the District may authorize remote work in limited, specific circumstances—such as the currently assigned Alternative Learning Experience (ALE) online instructional role—such arrangements remain the exception, not the norm, and shall not establish precedent or entitlement to remote work.

2. District Discretion

All remote work assignments must be approved by the Superintendent or designee and are subject to the operational needs of the District. The District retains sole authority to determine, modify, or revoke any remote work assignment at its discretion.

3. Conditions and Expectations

Any employee permitted to work remotely shall remain subject to all conditions, responsibilities, and expectations applicable to certificated staff working in-person. This includes but is not limited to:

- a. Adhering to established work hours and availability as outlined in Article V, Section 3.
- b. Maintaining timely and effective communication with students, families, colleagues, and supervisors.
- c. Providing instruction, support, assessment, and feedback in alignment with district-approved curriculum and expectations.
- d. Participating in all evaluations as outlined in Article VII.
- e. Complying with all District policies, including those related to data privacy, confidentiality, and technology use.

4. Existing Remote Assignments

The District's ~~current~~ authorization of remote work ~~applies solely to the ALE online instructional assignment. This role is specifically structured to meet the statutory and compliance requirements of Washington's ALE program and is not representative of traditional certificated positions.~~ Washington State and the District's approved

Curriculum.

5. No Separate Job Classification

This section shall not be construed to create or imply a separate job classification or a standing right to remote work within the bargaining unit. The District maintains the right to define and manage employee roles in alignment with its educational mission and operational needs.

6. Termination of Arrangement

Remote work arrangements may be terminated by the District at any time. Employees may also request to end a remote assignment, subject to District approval and operational feasibility.

TA: 6/4/25
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ARTICLE III - PERSONNEL

Section 2 – Right to Due Process

- A. No employee shall be formally disciplined without just cause. Formal discipline is defined as disciplinary action which results in a written record being placed in the employee's personnel file. ~~Matters involving probation, adverse contract changes (including nonrenewal and discharge of a supplemental/extracurricular contract) shall not be considered formal disciplinary action for purposes of this section.~~ Matters involving probation, adverse contract changes (including nonrenewal and discharge of an employee's employment or supplemental/extracurricular contract), shall not be considered formal disciplinary action for the purposes of this section and shall not be subject to the grievance process.

1. **Notice** – The employee had forewarning or foreknowledge of the possible or probable consequences of the employee's action.
2. **Reasonable rule or order** – The District's rules and policies are reasonable.
3. **Investigation** – The District will make an effort to discover whether the employee did violate or disobey a rule, policy, or order before disciplining.
4. **Fair investigation** – The District's investigation will be conducted fairly and objectively.
5. **Evidence** – During the investigation, the District will attempt to obtain evidence to discover if the employee did engage in misconduct.
6. **Equal treatment** – The District will apply its rules, orders, and penalties evenhandedly and without discrimination.
7. **Resolution** – The discipline administered by the District shall be related to the seriousness of the employee's offense, and in appropriate circumstances, the District may consider other relevant conduct of the employee.

Provisional and leave replacement employees shall not be subject to this due process provision for purposes of contract nonrenewal or separation, in accordance with applicable state law.

For complaints against an employee see *Section 12 – Complaint Process*

For Weingarten Rights see *Section 2 – C.*

For Association Representation options see

- B. The District may apply progressive discipline. Steps in the progressive discipline process may include verbal warning, written warning, suspension, or termination. However, the District reserves the right to skip steps depending on the severity of the employee's conduct or nature of the offense.

The specific grounds forming the basis for the formal disciplinary action will be made available to the employee, and to the Association, upon written request of the employee.

- C. Employees shall be given prior notification of their right to have a representative of the Association present during any formal disciplinary action. When a request for representation is made, no action shall be taken with respect to the employee until such representative of the Association is present, provided that no more than a 24-hour delay is incurred by unavailability of such representative.

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Section 8 - Personnel Files

- A. Employees or former employees shall, upon request, have the right to inspect all contents of their complete personnel file kept within the District. Upon request, a copy, at District expense, of any documents contained therein shall be afforded the employee. No secret, duplicate, alternate, or other personnel file shall be kept anywhere in the District.
- B. Personnel files shall be open only to the teacher, the Superintendent or his/her designee, or legal counsel for the District or counsel specified by the teacher, except as otherwise provided by law.
- C. The employee has a right to have a witness of his/her own choosing at the examination of his/her personnel file.
- D. Each employee's personnel file shall contain the following minimum items of information: all employee final evaluation reports, copies of annual contracts, teaching certificate, and a transcript of academic records.
- E. Any derogatory material not shown to an employee within fifteen (15) days after receipt shall not be allowed as evidence in a grievance or any disciplinary action against such employee.
- F. No evaluation, correspondence, or other material making derogatory reference to an employee's or former employee's competence, character, or manner shall be kept or placed in the personnel file without the employee's knowledge and opportunity to attach his/her own comments.
- G. Confidential placement files will not be a part of the personnel file.
- H. Three (3) years following the inclusion of any disciplinary material in the personnel file, and provided that no subsequent formal discipline has been issued, the employee may submit a written request to the Superintendent for removal of such material. The Superintendent shall review the request and ~~may grant~~ ^{for} removal in accordance with the applicable records retention schedule. No materials will be removed in conflict with legally mandated retention requirements.

~~Three (3) years following the inclusion of any disciplinary material in the personnel file, and providing that no subsequent finding has been entered, an employee may make a request in writing to the Superintendent for removal of such material. No materials will be removed contrary to the applicable records retention schedule.~~

- ~~I. Any informal notes, records, or supervisory observations maintained outside the personnel file must be used solely for evaluation purposes and shall not be retained beyond the school year in which they are collected unless included in the formal evaluation or disciplinary documentation placed in the personnel file per this Section.~~

Remove

Keep

~~It is recognized that each principal/evaluator may need to maintain an anecdotal record in order to aid the evaluator in the evaluation process. Such material shall not be kept beyond the completion of the evaluation and shall not be placed in the personnel file.~~

- J. There shall be no separate "supervisory file" used for ongoing recordkeeping of anecdotal or evaluative information beyond what is permitted for annual evaluation purposes under this Agreement.

SCHEDULE A
LIND SCHOOL DISTRICT #158 and RITZVILLE SCHOOL DISTRICT #160-67
SEPTEMBER 1, 2025 - AUGUST 31, 2026

CLASSIFICATION	0		2.5% Trans/Cust 1	2.5% Food Service	2.5% Para/PreK 2	2.5% Secretary	3		4		15
Transportation Unit											
Bus Driver	\$ 20.28	\$ 20.79	\$ 23.24	\$ 23.82	\$ 23.24	\$ 23.82	\$ 23.24	\$ 23.82	\$ 23.24	\$ 23.82	\$ 25.01
New and substitute bus drivers move to step 1 after 60 hours of driving. Trip rate for extra trips will be paid at a rate of \$19.89 - \$20.39 per hour.											
Non-CDL Driver	\$ 18.91	\$ 19.38									
Mechanic	\$ 26.04	\$ 26.69	\$ 26.58	\$ 27.24	\$ 27.17	\$ 27.85	\$ 27.73	\$ 28.42	\$ 28.28	\$ 28.99	\$ 30.44
Bus Driver Trainer	\$ 26.67	\$ 27.34									
Custodial Unit											
Lead Custodian	\$ 20.59	\$ 21.10	\$ 21.17	\$ 21.70	\$ 21.74	\$ 22.28	\$ 22.31	\$ 22.87	\$ 23.16	\$ 23.74	\$ 24.93
Custodian	\$ 18.23	\$ 18.69	\$ 18.83	\$ 19.30	\$ 19.64	\$ 20.13	\$ 20.10	\$ 20.60	\$ 20.68	\$ 21.20	\$ 22.26
Night Differential: Employees required to work on a night shift commencing after 11:00 a.m. shall receive a premium rate of fifty cents (\$0.50) per hour for all hours worked.											
Casual/Seasonal Laborer*	\$ 17.84										
Secretarial Unit											
Building Secretary	\$ 19.78	\$ 20.27	\$ 20.68	\$ 21.20	\$ 21.57	\$ 22.11	\$ 22.48	\$ 23.04	\$ 23.37	\$ 23.95	\$ 25.15
Food Service Unit											
Food Service Manager	\$ 21.60	\$ 22.14	\$ 22.21	\$ 22.77	\$ 22.78	\$ 23.35	\$ 23.34	\$ 23.92	\$ 23.94	\$ 24.54	\$ 25.77
Manager/Head Cook	\$ 19.95	\$ 20.45	\$ 20.56	\$ 21.07	\$ 21.13	\$ 21.66	\$ 21.70	\$ 22.24	\$ 22.30	\$ 22.86	\$ 24.00
Assistant Cook	\$ 17.03	\$ 17.50	\$ 17.75	\$ 18.19	\$ 18.25	\$ 18.71	\$ 18.73	\$ 19.20	\$ 19.33	\$ 19.81	\$ 20.80
Para Educator Unit											
Para Educator *	\$ 18.53	\$ 18.99	\$ 19.13	\$ 19.61	\$ 19.73	\$ 20.22	\$ 20.33	\$ 20.84	\$ 20.93	\$ 21.45	\$ 22.53
* Personal Needs (\$1.00) Paraeducators who assist with students with personal needs will receive an additional one dollar (\$1.00) per hour. See section 3.8 of the Contract.											
* Minimal Supervision (\$0.50) \$ 1.50 Paraeducators who are assigned to positions that require minimal supervision will receive an hourly bonus increase above that designated on Schedule A of fifty cents (\$0.50) per hour. If they move to a position with normal supervision, they will return to the appropriate wage on Schedule A and lose their bonus pay.											
* Migrant Home Visitor/Records Clerk/TBL Records Clerk (\$1.00) Paraeducators assigned to Migrant Home Visitor/Records Clerk and TBL Records Clerk will be paid one dollar (\$1.00) per hour more for that time based on an average of hours per day calculated by the schedule assigned by the Principal.											
* Lunch Cashier (\$1.00) Employees assigned the duties of "lunch cashier" will be paid one dollar (\$1.00) more per hour for time worked in this position based on an average of hours per days calculated by the schedule assigned by the Principal.											
Pre-School Teacher **											
0 Early Childhood Credits											
8 Early Childhood Credits	\$ 22.14	\$ 22.69	\$ 22.53	\$ 23.09	\$ 22.95	\$ 23.52	\$ 23.63	\$ 24.22			
16 Early Childhood Credits	\$ 22.21	\$ 22.77	\$ 22.69	\$ 23.26	\$ 23.22	\$ 23.80	\$ 24.03	\$ 24.63			
24 Early Childhood Credits	\$ 22.30	\$ 22.86	\$ 22.88	\$ 23.45	\$ 23.46	\$ 24.05	\$ 24.47	\$ 25.08			
30 Early Childhood Credits	\$ 22.44	\$ 23.00	\$ 23.05	\$ 23.63	\$ 23.67	\$ 24.26	\$ 24.93	\$ 25.55			

**Continued employment after five (5) years is dependent upon having accumulated thirty (30) quarter credits.

Agree to IPD for the 26-27 school year & 27-28 school year

TA: [Signature] 6/17/25
 AM 6/17/25

ADDITIONAL PAY FOR CREDITS/CLOCK HOURS EARNED

Any employee may seek to improve his/her earning position by taking classes and workshops approved by the District. Credits or clock hours earned may be applied using the following schedule for salary enhancement. This section will begin in the 2019-2020 school year.

Credits/Clock Hours	3/30	6/60	9/90 - AA	BA
Extra Pay Per Hour	\$ 0.25	\$ 0.50	\$ 0.75	\$ 1.25

1. Clock hours and credits will apply provided that the coursework met requirements for Para Educator competencies or applies to the individual's job as determined by the Superintendent.
2. Classes must result in clock hours or credits earned after April 15, 1995.
3. The course must be documented on a signed clock hour form or an official college transcript.
4. Documentation of course completion for salary enhancement must be submitted to the District no later than September 1.
5. When the course is being taken on District time, or paid for by the District, only courses pre-approved by the Superintendent will be accepted for salary enhancement. The Superintendent's decision is final when District funds or time are involved.
6. If an individual takes a course during his/her own time and at his/her own expense, the credits/clock hours will count only if it applies to the position occupied by the employee as determined by the Superintendent. The burden of proof is on the employee. The exception is if the Superintendent accepts the course for credit.
7. State salary increases will be applied to the enhanced hourly wage.
8. Credits or hours required to maintain licensing will not be counted, such as bus driver certification requirements, spray license, waste water treatment license, etc... for salary enhancement.
9. Classes or workshop hours will be counted in the classification they apply. In the event a District employee secures a position in a different classification only those hours that pertain to the new classification will apply. At the time of the change in classification a determination and a sign off between the District and the employee will be made on applicable hours for the new position.
10. Credit or clock hours will be accepted for salary enhancement purposes only once, i.e., an employee may not receive salary enhancement by completing the same class more than once.

Lind Ritzville School District
And the
Lind Ritzville Chapter
Collective Bargaining Proposal 2025

Lind Ritzville 2025 Bargaining

T.A.D. 6/17/25
A.M. 6/17/25 ✓

Proposal 1

Proposal Intention

House Keeping

- 1. Placeholder for any Legislative Impacts**
- 2. Adjust Section numbers where needed for added sections or where sections may be moved**
- 3. Change all he/she language to “employees” or “the employee”**
- 4. Correct errors to punctuation/capitalization if found**
- 5. Discuss all MOUs/LOAs**

TA: DV 6/17/25
A.M. 6/17/25

Lind Ritzville School District
And the
Lind Ritzville Chapter
Collective Bargaining Proposal 2025

Lind Ritzville 2025 Bargaining

Proposal 2

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Proposal Intention
The intention on this proposal is to ensure that members know their rights concerning public disclosure requests and are protected accordingly.

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Section 4.9. Applicability of Public Disclosure Laws.
Nothing in this agreement precludes the District from providing documents in accordance with public disclosure laws. The District will notify the employee only as required by law and District policy and the Union prior to the release of any requested record. Employees shall have four (4) business days to notify the District if they plan to file an injunction blocking the request.

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Lind Ritzville School District
And the
Lind Ritzville Chapter
Collective Bargaining Proposal 2025

Lind Ritzville 2025 Bargaining

TA:DT 6/17/25
AM 6/17/25 ✓

Proposal 5

Proposal Intention

The intention on this proposal is to ensure that PSE receives dues money off the gross wages of every dues paying member and submitted electronically.

Section 16.4. Checkoff.

The employer shall deduct PSE state dues from the gross pay of any employee who authorized such deductions in writing pursuant to RCW 41.56.110. The Employer shall transmit all such funds deducted to the treasurer of the Public School Employees of Washington/SEIU Local 1948. Transmissions will include payments and an electronic list of all represented employees with deduction amounts. Submissions are to include all employees covered by the CBA. A dues remittance form needs to accompany the payment every month and include membership status changes.