















Caryn Mears, 1815 S. Yost Place, Kennewick, shared that she was the director of the 5<sup>th</sup>-grade Choral Festival for nine years. She is concerned about the job sharing position. She explained that you wouldn't ask a football coach to work at KeHS as a lion in the morning and then in the afternoon work as a football coach at SHS as a Sun. She feels it is so important to have a home, and the teacher won't feel at home in either place. Ms. Mears added that some students would benefit more from arts then double math or double English. She thinks the district needs to hire four or five more teachers to cover those middle school positions.

Matthew Rehmke, 124 N. Mayfield, Kennewick, commented that he has taught since 2005. He has watched the KSD slowly kill the music program at the middle schools. He believes this started with the WASL. Mr. Rehmke shared that KSD makes students choose between music and an array of subjects like reading. Choir requires no instrumental purchase. The District can do better than offering choir before school or asking the choir not to perform. Mr. Rehmke added that students involved in music have already shared tonight how music has changed their lives. Without music in school, he would not be where he is now. Many students tell him the only reason they go to school is because of music. He is a teacher and a musician who strives to be better. Mr. Rehmke also stated that if the District wants to save money, they should make choir a requirement for middle school students by putting 50 plus students in the choir.

Ms. Adams thanked everyone for their input, which she appreciates. She asked Mr. Bond for advice on a path forward as this is typically not an area where Board members would get involved; the administration would normally take care of this.

Mr. Bond replied that the one thing driving the numbers is student enrollment. He suggested that students encourage their friends to enroll in music classes.

Mr. Mabry commented that what Mr. Bond said makes sense as students drive the number of classes being offered.

Ms. Adams added that the Board is assuming attrition will be higher than what we need, and that is why we are listening to supply and demand.

Ron Williamson, Assistant Superintendent of Secondary Education, commented that he wouldn't disagree with anything he heard tonight. He explained that what some have recommended has been done before. The School Board and Cabinet have allowed the District to overstaff and put choir teachers in all the middle schools, (4 middle schools with two teachers), but as time went by it wasn't successful. The District tried high school teachers coming down and working with middle schools, which kept the program going but didn't make it successful. Mr. Williamson stated it needs to be the right program at the right time. The District has done what people here are asking for, but the key is finding the right people to attract students to choir.

Mr. Bond added that students who want to take choir can notify their counselor and change something they signed up for earlier. If we had twenty to twenty-five students signed up for those choir classes, we wouldn't be having this conversation. Mr. Bond added that he



would talk with Mr. Williamson and work with the high school principals to try to come up with some options.

Mr. Messinger shared that positive things have come out of the discussion, and we all want KSD to be the best school district that it can be. He shared that many tonight have claimed that there is a problem with a gap between middle school and high school, and though he has sat on this board for eight years, he has never heard this before. He stated that his words of encouragement were that when someone sees a problem, they should say something. Mr. Messinger added that the Board could look at something in the short run that will be beneficial in the long run.

Ms. Adams thanked the students for coming and having a voice.

Naresh Schmad, Student Representative to the Board, shared that he moved up here from San Diego and had no friends coming into school. He joined the band and made friends who helped him to socialize, but he realizes money is a factor.

Ms. Adams moved the Board into a break at 8:05 p.m. Regular session was reconvened at 8:17 p.m.

#### Open Bargaining

Superintendent Dave Bond reported that the Board directed him at the last Board meeting to develop a couple of policy options regarding open bargaining and after talking with a couple of the Board members, a third option was written.

Mr. Bond shared the three options. Option one would make all documents exchanged between the parties involved in the negotiations, both District and Labor Union, immediately available to the public via a website maintained by the District. Option two would make all bargaining documents immediately available to the public and all bargaining sessions involving collective bargaining negotiations between the District and any of its Labor Unions open to the public. Option three would be the same as option two, with the addition of the following paragraph; The Board recognizes that both sides must be willing to participate in open bargaining and directs the administration to proceed with closed bargaining should any bargaining group be unwilling to conduct open bargaining jointly. Mr. Bond also provided the Board members with a letter from the school's attorney, Bronson Brown, regarding open bargaining and release of contract proposals.

Ms. Adams opened the floor for public input.

Janet Bell, 3914 S. Conway Court, Kennewick, President of Kennewick Education Association. Ms. Bell read a letter she had sent to the Board members regarding public negotiations between the District and the Association.

Jim Gow, 2770 O'Connor St., Richland, commented that the letter Ms. Bell read covered the legal side of public negotiations which states you can't impose open bargaining. He shared that more importantly, he didn't know if the Board had thought through what this

would accomplish. Mr. Gow stated that open bargaining had been tried across the state and did not have a positive impact on either side. He went on to say that the bargaining process is messy and sometimes uncomfortable, but it works because everyone feels they can hash things out. At the end of bargaining, everyone shakes hands and walks out, feeling like they accomplished what they set out to accomplish. Mr. Gow added that if you start allowing people to view proposals on a website without context, it will create all kinds of social media problems for everyone. It will create misinformation on a scale that the Board can't understand. Mr. Gow ended by stating that he understands the Board is trying to get the correct information out, but it doesn't work like that, and it will create animosity, and no one needs that.

Brandy Strait, 1913 S. Lyle St., Kennewick, shared that she is a Para for the School District and urges the Board not to allow open bargaining. She wondered if the District would be ready to handle the number of people who might show up, and if they could ensure student safety as some meetings might be held during the day. Ms. Strait added that by opening bargaining up to the public, it could slow the negotiation process down.

Tom Riel, 2207 W. 41<sup>st</sup> Ave., Kennewick, stated that much of this conversation is based on the belief that there was misinformation. Tonight Ms. Adams mentioned that there was misinformation, but a teacher was told he would be at two different schools even though Mr. Bond had not made a decision yet. Mr. Riel doesn't believe the information was inaccurate. He continued by explaining that last year in bargaining, KEA was asked what they were basing their budget numbers on and our side (KEA) would give the District what our budget numbers were, and Vic Roberts would look and see what might have been wrong. Mr. Riel added that the District consistently moves money from the General Fund to the Capital Projects Fund, and they just need to tell the truth when they take \$10M from the General Fund. That money could be used for salaries, and that is where the KEA has issues. Mr. Riel added that there is a lot of what if's, a lot of back and forth, and said open bargaining is not a good idea, and even the Board has private sessions by going into executive session. He added that if there are only a handful of teachers being impacted, people could easily know who we were talking about during bargaining.

Deken Letinich, 2212 NE Andresen Road, Vancouver, (WA and Northern Idaho District Council of Laborers) shared that he is in opposition to this kind of open bargaining. It's been proven illegal, and you are likely setting yourself up for legal problems.

Sarah Ard, 103207 East Badger Road, Kennewick, stated, "Be careful about unintentional consequences." Ms. Ard shared that having worked in schools for decades, she knows that when things hit the newspapers about schools, it usually doesn't serve teachers or kids well. If the District says they want to make something safer, then the public is concerned that something was not safe.

David Campbell, 3503 S. Tacoma St., Kennewick, shared that he is a teacher in Kennewick and said open bargaining is a bad idea. He shared that the WEA represents over 5,000 members across this state, and some things in the resolution didn't go over well. In bargaining, personnel issues are discussed, addressed, and solved. Open bargaining is a bad idea that should just go away. Mr. Campbell commented that after what happened last

summer during a Board meeting where a motion was made, and no one seconded it, you would think that coming back with that same bad idea wouldn't fly. He added that he is afraid that if this bad idea is brought into being, it will simply distract from the process. Bargaining that might take a dozen sessions could now take a dozen more. He would encourage the Board to remember back as to why that motion was not seconded last summer, and to put this bad idea back where it belongs in the past.

Ms. Adams asked Board members for a motion.

Ben Messinger made a motion to adopt version three of Policy No. 5020, PERSONNEL: Collective Bargaining. This version requires proposals to be posted online, but does not require open bargaining and states that it is a choice that both sides must agree to.

Seconded by Brian Brooks.

Ron Mabry asked that if one of the parties did not agree to have the public come and observe the bargaining session, then would bargaining be closed.

Mr. Messinger answered that it would be closed, as option three would require both parties to agree.

Ms. Adams commented that this policy, option three, would allow us to publish public records, not personal records.

Mr. Mabry asked if one party refused to have open bargaining, then we wouldn't have open bargaining, but the District would still post proposals.

Mr. Messinger clarified that with version three, in the future, open bargaining could happen if both parties agreed. He explained that he chose version three in that he realized over the last two weeks that the resolution wouldn't fly if the District required open bargaining. He had also interviewed a couple of districts that are publishing documentation. One of the districts is having both open bargaining, and publishing documentation, and he shared that he received very positive feedback about the process.

Ms. Adams shared that she was glad the Board was having this discussion as there were many comments last year on the KEA Facebook page regarding bargaining, and she would have people ask her if the information wasn't correct, then why didn't she tell people instead of allowing the rumors to be out there. She even had educators say they would not vote for the bond if the para-educators did not get what they wanted. Ms. Adams went on to say that she would rather err on the side of real information than to hold something hostage due to misinformation. She added that she believes in transparency.

Mr. Mabry commented that he was glad they were discussing this as he was a bit torn. He shared that he has been a part of negotiating teams, and there is an art to negotiations. Even the Board has discussed whether or not to have a camera in the Board meetings. He added that he hears what Ms. Adams is saying, but he thinks they should wait until the end of negotiations to show what was finally negotiated. He added that people would read the

posted information and then get on Facebook and give their interpretations anyway, so why not let people do their job.

Ms. Adams responded that she has already gotten her hands on false information. She supports the idea that if one party does not want open bargaining it shouldn't be forced, but she also feels it's important to be transparent as staff and community members are voting right now on misinformation.

Mr. Messinger commented that he saw the teacher population being manipulated by being fed misinformation. He saw public opinion being manipulated as well. He shared the only way to squash misinformation is to give them the facts. They can have a resource to go to, so they know what the facts are. Mr. Messinger added that his proposal died last year because teamsters were flexing their muscles and they said the misinformation would stop.

Mr. Mabry commented that the reason there was no second for the resolution on open bargaining last summer was that the Board did not get enough information. He added that he was torn over the vote tonight, as he can see both sides.

Ms. Kintzley shared that she supports the version that puts proposals on the website. She explained that misinformation is already circulating and the Board is not at liberty to disclose the misinformation unless they have this policy. She stated that the Board has to be able to put the facts out there. Ms. Kintzley added that she is not in support of the version for having open bargaining. She would support the first version over the third version, as she feels it creates an imbalance with the labor union and in her opinion shames them.

Bronson Brown, Kennewick School District Attorney, was asked if there is a legal concern with version three. He replied that the Board had his letter giving his opinion on both open bargaining and public posting of proposals.

Mr. Messinger added that his motion was for 1<sup>st</sup> and 2<sup>nd</sup> reading. He shared that the public is the employer, and the employer needs to know what is going on, and under the law, the union can say that they don't want to bargain openly.

Mr. Brooks shared that one reason he reconsidered open bargaining was that he was approached by so many people asking why the Board did not approve it.

Ms. Adams called for a vote on the motion made by Ben Messinger to adopt version three of Policy No. 5020, PERSONNEL: Collective Bargaining for first and second reading.

Roll call vote:	Adams	Yes
	Kintzley	No
	Brooks	Yes
	Mabry	No
	Messinger	Yes

Motion carried 3-2.

NEW BUSINESS

Expedited Graduation Waivers

Assistant Superintendent of Secondary Education Ron Williamson reported on Expedited Graduation Waivers, explaining why the waivers are needed, who is eligible for the waivers, what the waiver approval requirements are and what the waiver appeal process is. Mr. Williamson recommended the Board allow the Class of 2019 students to walk at graduation if they meet the expedited waiver requirements, even if OSPI does not get the approval to Kennewick School District prior to graduation.

Dawn Adams asked if OSPI approved all the waivers from last year. Mr. Williamson answered that OSPI had approved all the waivers.

Motion by Heather Kintzley to allow Class of 2019 students to walk at graduation who meet expedited waiver requirements, even if OSPI does not get approval to Kennewick School District prior to graduation.

Seconded by Ben Messinger.

Roll call vote:	Adams	Yes
	Kintzley	Yes
	Brooks	Yes
	Mabry	Yes
	Messinger	Yes

Motion carried 5-0.

Motion by Heather Kintzley that the Board table Policy 3313, Policy 3320, Policy 3322, Policy 3323, and Policy 3325 for consideration until the next regular scheduled Board meeting.

Seconded by Ben Messinger.

Roll call vote:	Adams	Yes
	Kintzley	Yes
	Brooks	Yes
	Mabry	Yes
	Messinger	Yes

Motion carried 5-0.

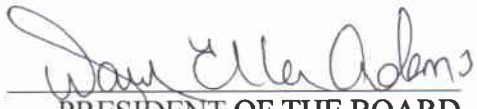
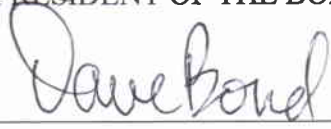
EXECUTIVE SESSION

President Dawn Adams moved the Board into executive session at 9:11 p.m. for approximately 15 minutes per RCW 42.30.110 (1) (f) for a Personnel Issue and per RCW 42.30.110 (1) (i) for a Legal Issue. Ms. Adams noted that no further formal action would be taken. At 9:26 p.m. Ms. Adams extended the executive session for an additional 16 minutes.

**OTHER BUSINESS AS AUTHORIZED BY LAW.**

The regular session was reconvened at 9:42 p.m. There being no further business, the Board adjourned at 9:42 p.m.

  
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RECORDING SECRETARY

  
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PRESIDENT OF THE BOARD  
  
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SECRETARY OF THE BOARD

Approved: May 22, 2019