

KENNEWICK SCHOOL DISTRICT NO. 17  
SCHOOL BOARD MEETING  
ADMINISTRATION BUILDING  
July 11, 2018

MINUTES

MEMBERS PRESENT

Dawn Adams, President of the Board; Heather Kintzley, Vice President of the Board; Brian Brooks, Board Member; Ron Mabry, Board Member; Ben Messinger, Board Member; and Dave Bond, Superintendent and Secretary of the Board.

Cabinet Members: Chuck Lybeck, Associate Superintendent of Curriculum Services; Doug Christensen, Assistant Superintendent of Human Resources; Ron Williamson, Assistant Superintendent of Secondary Education; Greg Fancher, Assistant Superintendent of Elementary Education; Vic Roberts, Executive Director of Business Operations; and Robyn Chastain, Director of Communication and Public Relations.

Other Guest: Bronson Brown, KSD Attorney

MEMBERS ABSENT

None

CALL TO ORDER

President Dawn Adams called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance with approximately 110 staff and guests in attendance.

COMMUNICATIONS FROM PARENTS, STAFF, AND RESIDENTS

Steve Ghan, Richland, is a Climate Scientist and leads Citizens' Climate Lobby's Tri-Cities Washington Chapter. He would like to request an endorsement from the Board on Climate Change. Mr. Ghan handed out information to the Board members regarding two options for endorsement. He then thanked the Board for considering this matter.

Dawn Adams suggested the Board members look at the information Mr. Ghan handed out on their own time. If a Board member is interested in having it added to the Board agenda, let Dawn or Superintendent Bond know.

Uby Creek, 3219 W. Canal Dr., Kennewick, stated she is a strong supporter of education and shared how she had to cross a picket line. Ms. Creek added a thank you to the teachers for all they do for kids. She stands with the teachers and hopes our Board does too.

Bill Rutz, 1110 West 26<sup>th</sup> Ave., Kennewick, stated he lives behind Canyon View Elementary school. He shared that the Kennewick American Youth Baseball had a tournament. During the tournament, four campers parked behind his house and stayed overnight. Ms. Adams asked if he couldn't just call the police to report the overnight camping. Mr. Rutz explained since it was school property, he was told that he needed to

contact the school district.

Dr. Rama Devagupta, 417 Adair Dr., Richland, shared she was honored and humbled that The College Board invited her to participate in grading English papers at the Convention Center in Kansas City, MO last month. At 4:55 p.m. she heard an announcement that there was an active shooter situation near the Convention Center. For the first time in her life, she didn't feel in control. They used an underground tunnel to get everyone back to their hotel room and later heard that three people had been shot. The reason she shared this was she wanted everyone to be calm. Dr. Devagupta added that everyone wants calmness and compassion. She asked everyone to be calm, peaceful and kind to one another.

#### CONSENT ITEMS

Motion by Brian Brooks to approve the consent items as presented.

Seconded by Ron Mabry

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

Motion carried 5-0.

The consent items were as follows:

- Minutes of Regular Board Meeting June 20, 2018
- Personnel Actions – Certificated, Classified and Extracurricular
- Payroll and Vouchers Ending June 30, 2018
- Budget Status Report Ending June 30, 2018
- Approve 2018-2019 Athletic User Fees
- Approve 2018-2019 Middle School ASB Fees and Yearbook Prices
- Approve 2018-2019 High School ASB Fees and Yearbook Prices
- Approve 2018-2019 High School Athletic Admission Prices
- Resolution No. 22, 2017-2018; Certifying Amistad Elementary School Construction Project Will Be New-In-Lieu of Modernization of Existing Facilities
- Resolution No. 23, 2017-2018; Certifying Kennewick High School Construction Project Will Be New-In-Lieu of Modernization of Existing Facilities
- Resolution No. 24, 2017-2018; Increase District Imprest Funds
- Resolution No. 25, 2017-2018; Authorize Sale of Surplus Property
- Approve 2018-2019 MS SRO Contract with City of Kennewick
- Curriculum Adoptions:
  - **Newsela Pro**, Author, Newsela Contributors, Publisher Newsela to be used in grade 3-8 English Language Arts; Dual-Bi Literacy classes district-wide.
  - **Ozobot.com**, Author, Ozobot.com, Published by Ozobot & Evolve, Inc. to be used in grade K-8 Computer Technology classes district-wide.

- *Virtual Business Suite*, Author, Knowledge Matters, Publisher Knowledge Matters to be used in grade 9-12 Business/Marketing classes at Kamiakin High School.
- *zSpace*, Author, VIVED Anatomy, Inc., Publisher zSpace to be used in grade K-12 Sports Medicine/Health classes district-wide.

## SUPERINTENDENT/BOARD MEMBER REPORT

### Superintendent

None

### Board Member

None

## REPORTS AND DISCUSSIONS

### House Bill 2242 & Senate Bill 6362 Update

Superintendent Dave Bond reported on House Bill 2242 & Senate Bill 6362. Mr. Bond reviewed the old way of paying teachers using the Salary Allocation Model (SAM) plus Time, Responsibility, and Incentive (TRI). Next, he presented the new way of paying teachers by explaining that across the state, there are many different scenarios, all influenced by the following factors: TRI days/dollars in existing contract, Staff Mix factor- high or low, No Regionalization factor v. Regionalization at 6%, 12%, 18%, 24%, and Experience Factor v. No Experience Factor.

Ms. Adams asked if she was correct in saying that the district can offer up to \$71,711 and the state allocation is \$65,216.

Mr. Bond replied that Ms. Adams was correct and noted that Othello S.D. went all the way up to \$71,711. They will have to have experienced teachers leaving and inexperienced teachers coming in. Otherwise, they could go bankrupt which is why bringing back staff mix is so important.

Mr. Mabry stated that the KSD isn't the only district upset about this.

Mr. Bond noted that he will be meeting with Senator Brown next week and that basically, half the districts are happy, and half are upset.

Mr. Brooks commented that during the WSSDA meetings this year that he attended, the McCleary decision was discussed in length. He added that we have to lobby and talk to our Senators.

Mr. Mabry asked what a private citizen could do to help.

Ms. Kintzley replied that a private citizen could write a letter to their Senators.

Ms. Adams commented to Jamie Downing in the audience who had her hand raised that she

had not opened the floor for questions or comments yet. Ms. Downing continued to loudly demand that she be able to ask a question, and Ms. Adams again stated that the Board was not taking questions from the floor yet and explained that this was a business meeting and that she would open the floor for public comment in a few minutes. Ms. Adams then asked Superintendent Bond if he needed anything from the Board regarding the House and Senate Bills.

Mr. Bond replied he did not need anything from the Board unless they had other priorities they would want him to bring up.

Mr. Mabry asked if all the School Board members could do something to make an impact on the state.

Mr. Bond replied that generally, our legislators are willing to meet. He didn't know if it would make a huge difference if all the Board members were to meet with them but maybe one or more of them could come. Mr. Bond noted that usually, the meeting includes himself and one or two other Superintendents.

Mr. Mabry stated that if Mr. Bond needed a Board member to come to the meeting, he would be willing to attend.

Mr. Messenger added maybe even a statement or a united voice from the Board would be helpful.

Ms. Adams noted the Board would need a resolution for that. Ms. Adams then opened the floor up for questions and comments.

Jamie Downing, 74405 E. Reata Rd, Kennewick, asked how much additional money is the school district getting that was not mentioned in Mr. Bond's presentation.

Vic Roberts replied that the school district received \$20M in additional money for salaries. He noted that some is for classified staff, new staff, LAP, SPED and other programs, and that not all of the new money is for teacher's salaries. Ms. Downing interrupted Mr. Roberts and said she only asked how much additional money the district received.

Mr. Messinger noted that the \$20M in additional money was netted against the \$14M loss from the levy.

Ms. Downing replied again that she only asked how much additional money was received.

Mr. Messinger asked if Ms. Downing understood that the District was getting \$20M less the levy money of \$14M leaving only \$6M in additional money, not \$20M.

Tom Riel, 2207 W. 41<sup>st</sup> Ave, Kennewick, stated he was speaking on behalf of the KEA bargaining team. Mr. Riel read a statement stating that the KEA understood the problem caused by the legislators. He then shared items that KEA and KSD don't agree on in House Bill 2242 and Senate Bill 6362. Mr. Riel agreed that this makes bargaining a challenge. He

also believes that there would be more misinformation if we were to have open bargaining as it is very complicated. Mr. Riel added that he feels that negotiations are getting closer and if the district had used the \$10M for teacher salaries instead of moving it from the General Fund into the Capital fund we would have been there. He is not convinced that Mr. Bond presented the entire story, but he's not saying Mr. Bond is being misleading. It just shows we are looking at somethings differently. He said that the KEA hoped the Board would reconsider the idea of open bargaining.

Jill Pfeiffer, 3405 West 3<sup>rd</sup> Ave, Kennewick, commented that her school life was affected as her school just lost a teacher to another school district. She keeps hearing everyone wants to do what's best for kids, but how is losing a teacher best for students. The situation caused an uproar in her department.

Jim Gow, 2770 O'Connor St., Richland, asked where we were on the meeting agenda.

Ms. Adams replied Reports and Discussions - Suspension Data. She then closed the floor for public comments.

#### Suspension Data 2014-2015 to 2017-2018

Assistant Superintendent for Secondary Education Ron Williamson, reported that the 2017-2018 enrollment for middle schools and high schools increased. Short-Term and Long-Term Suspensions for both middle schools and high schools were up, with one middle school expulsion and four high school expulsions. Mr. Williamson shared the following action steps that he will take: meet and share suspension data with Assistant Principals, utilize other forms of discipline first, disaggregate data by gender, ethnicity, SPED, and LAP, and address potential disparities.

Mr. Mabry asked if anyone had ever challenged the district.

Mr. Bond shared that the district was challenged by someone who wanted the district to buy their software, and the person was focusing on Highlands Middle School alleging that Hispanic boys were suspended more than other boys. The District has already looked at that information and doesn't need the software.

Ms. Adams asked if Mr. Williamson could bring a summary of the suspension data by ethnicity and gender..

Mr. Williamson said he would get the requested information for the Board and would have Mr. Bond send it out in one of the Friday updates and would have a little more information in next year's report.

#### UNFINISHED BUSINESS

Policy No. 2313, STUDENTS: Electronic Information System, First Reading  
Superintendent Dave Bond shared that with the implementation of about 4000 Chromebooks next fall, Policy 2313 needed to be updated to cover information and material on the Chromebooks and supervision of those books.

KSD Attorney Bronson Brown shared that Superintendent Dave Bond, Information Technology Director Ron Cone, and himself had reviewed the language in Policy 2313 to cover the use of Chromebooks and had made some additional clarifications.

Ms. Adams questioned the use of the word “may” compared to “will be” in the last paragraph on page one.

Ms. Kintzley suggested the entire sentence be changed to read, Identifiable student information will be protected to the extent authorized by law.

Motion made by Heather Kintzley to approve Policy No. 2313, STUDENTS: Electronic Information System for first and second reading with the changes identified by the Board.

Seconded by Ron Mabry.

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

Motion carried 5-0.

#### Open Bargaining Resolution

Ms. Adams opened the floor for questions regarding open bargaining.

Janet Bell, 3914 S Conway Ct., Kennewick, stated she is a teacher, a parent, a taxpayer, and President of KEA. She shared that if the KSD adopts the Open Bargaining Resolution it would be contrary to what their employees want. It will come off as a threat, and there will be more misinformation. Ms. Bell read a statement which said KEA had been spreading misinformation. She disagrees with that statement. Ms. Bell noted the Certificated Bargaining Agreement is available on the KSD website for anyone who would like to read it.

Natalie Nelson, 7403 West Grandridge Blvd., Kennewick, stated she opposes open bargaining. She shared that behind every proposal is a story, and if the KEA can't share the stories, it will make it hard to bargain. Ms. Nelson read a statement opposing open bargaining and encouraged the Board to keep bargaining closed.

Desirae Hernandez, 105 West 10<sup>th</sup> Ave., Kennewick, stated she has confidence that both sides are going to do what is best for our students. She doesn't feel open bargaining would be good for either side.

Jim Gow, 2770 O'Connor St., Richland, stated he lives at an address where he is in the Kennewick School District boundary but has a Richland address. Mr. Gow is a WEA employee and Union Representative, and he is against open bargaining. He shared that he

feels it will lead to a fight. Collective bargaining is a bilateral process, and he doesn't believe the Board has the authority to change the process to open bargaining. The boilerplate language this resolution comes from is from a group that is anti-union. Mr. Gow noted that only a few cities and school boards entertained this idea. The City of Kennewick rejected open bargaining because they wanted to safeguard their relationship with their unions. Mr. Gow added that KSD and KEA don't always agree, but by inserting outsiders it would only disrupt negotiations and employee relationships. Mr. Gow stated that outside groups would come in and disrupt the meetings. He said that there would be more unions and more people coming to the open bargaining meetings which they don't have anything to do with, and they don't always care about our community. Mr. Gow encouraged the Board to reject the idea of open bargaining.

Tom Riel, 2207 West 41<sup>st</sup> Ave., Kennewick, stated his opposition to open bargaining. He noted that in closed bargaining, people could talk about what ifs which could lead to expectations that may not happen. Mr. Riel added that he got passionate today at bargaining, and after hearing Mr. Bond's answer was more placated. He doesn't know if KSD and KEA could have that kind of honesty if we were in an open bargaining meeting. Mr. Riel noted that the Board has always given up their stipends and do this service as Board members for free. He would say that both sides will try to do better.

Jim Gow, 2770 O'Connor St., Richland, handed out a copy of RCW 42.30.140 and stated that legislators excluded this RCW impacted open bargaining.

Robert Woodford, 5400 West 16<sup>th</sup> Ave, Kennewick, stated he is a Kennewick High School teacher. He feels the KEA, and the KSD have always worked cooperatively, and the Board needs to understand that open bargaining is how you make a union mad. Mr. Woodford added that people used to talk and do things collaboratively. Only one district in the state of Washington has done open bargaining, and it did not help.

Jason Sargent, 9604 S. Lexington Street, Kennewick, stated he loves this community and is a fellow union brother. Open bargaining sounds more like an attack on unions. Mr. Sargent has heard a lot about transparency. He wouldn't want to bring in outsiders if he was doing a bank transaction or selling some property. Where were the outsiders when he received his benefits? Mr. Sargent added that the outsiders didn't give him his health benefits, and they didn't give him vacation days or pay raises.

Daniel Henderson, 810 24<sup>th</sup> Ave, Kennewick, stated he is a retired concerned citizen and he sees open bargaining as not necessary.

Dr. Rama Devagupta, 417 Adair Dr., Richland, commented that we are all brothers and sisters, we all breath the same air, we all need each other, and we need to put our hands on our heart and say we are all coming from a place of kindness. She added that we might disagree but, we don't advertise it in the newspapers.

Ms. Adams closed public comments.

Superintendent Dave Bond presented Resolution No. 26, 2017-2018; A Resolution

Improving Transparency by Negotiating Collective Bargaining Agreements in a Manner Open to the Public. He explained that the resolution came from the Pullman School District with Board members providing additional comments to him. Mr. Bond added the Board comments in red and highlighted them.

Ms. Adams shared that the Board had gotten a lot of input from the floor and asked Mr. Bond what he perceived to be a pro or con if we were to go down this road.

Mr. Bond replied that the only answer he could give is that he works at the pleasure of the board. He also stated that he received three emails that were in favor of open bargaining.

Motion by Ben Messinger to adopt Resolution No. 26, 2017-2018; A Resolution Improving Transparency by Negotiating Collective Bargaining Agreements in a Manner Open to the Public.

There was no second.

Ms. Adams commented that she was seriously considering supporting the resolution because of the attendance at the last Board meeting, and the comments which made it seem like accurate information was not getting out. There were also insults in the Board's direction.

Ms. Kintzley commented that at the last Board meeting, most of the board was leaning to adopt open bargaining. In large part, the Board believes this information needs to be made public if misinformation is going to go out. The Board is very transparent. We share the budget, no hidden agenda, no hidden pots of money, and so we have no problem opening bargaining. After giving thought to the relationship, the ability to be candid, and the need to be able to say the things that you feel need to be said, and hearing some of the feedback, she is encouraged to believe that there is some movement in the right direction. She hopes that we don't have more meetings where so many angry comments come to us. The Board loves the district. We have a fiscal responsibility to the taxpayers, and the Board hopes that they don't feel the need to do this again to combat misinformation.

Mr. Mabry commented that he was torn on whether to vote for open bargaining. He wanted to add that his co-board member, Mr. Messinger had nothing but the school district's best interest in mind and wanted to close the gap of misinformation. Mr. Mabry added that he believes we can do this without having others involved.

Mr. Messinger stated he brought this motion forward, that this was his idea and he wasn't the puppet of some third party. He believes in transparency. Mr. Messinger added that he spoke to teachers who shared what they believed were facts, while he knew those were not the facts. His desire to have open bargaining was to provide the KSD employees with more accurate information. Mr. Messinger doesn't think anyone should have a monopoly on information. He respects the opinions that have been made from those in attendance, and from the Board members.

NEW BUSINESS

Title IX Proposal

Assistant Superintendent for Secondary Education Ron Williamson presented on Title IX. He explained that Title IX and Washington State Law require public schools to provide male and female students with equal opportunities to participate in athletics. A school can meet this requirement by demonstrating any one of the three-part test. The percentage of male and female athletes are substantially proportionate to the percentages of male and female students enrolled, or the district/school has a history and continuing practice of athletic program expansion for the underrepresented sex, or the district's athletics program fully and effectively accommodates the interests and abilities of the underrepresented sex. Students surveyed chose bowling as the number one sport that is currently not offered at two of our high schools. Mr. Williamson shared that the cost to add bowling would be between \$20,000 and \$23,000.

Ms. Adams commented that the question didn't clearly ask which girl's sport students would like to have.

Mr. Williamson added that we have to add something to get in compliance.

Mr. Mabry asked if the district was looking at legal issues if male students want to bowl.

Mr. Williamson noted that no males are currently allowed in gymnastics. He added that he is here to recommend the Board add bowling to show the District is working towards compliance.

Ms. Adams suggested we ask the question more directly if a future survey, such as, "If we add another sport, what you would like it to be?"

Mr. Williamson commented that next year we are going to be more specific.

Motion by Brian Brooks to allow Kennewick School District to add girls bowling as a high school sport at both Southridge High and Kamiakin High for the 2018-19 school year.

Seconded by Heather Kintzley.

Mr. Mabry asked if the District adds bowling as a sport are they also going to add it as a class.

Mr. Williamson replied that Kennewick High does offer bowling in some of the classes due to the proximity of the bowling alley.

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 8:05 p.m. for approximately 15 minutes per RCW 42.30.110 (1) (i) to discuss a Legal Issue. Ms. Adams noted that no further formal action would be taken. At 8:20 p.m. Ms. Adams extended executive session for an additional 10 minutes.

#### OTHER BUSINESS AS AUTHORIZED BY LAW.

Regular session reconvened at 8:26 p.m. There being no further business, the Board adjourned at 8:26 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: August 15, 2018