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; Naresh Schmad, Student Representative to the Board; 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

CALL TO ORDER

President Dawn Adams called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance with approximately 195 staff and guests in attendance.

COMMUNICATIONS FROM PARENTS, STAFF, AND RESIDENTS

Dawn Adams asked those who wanted to speak regarding an issue that is on the agenda to please wait until after that particular Board report is given.

Kathy Mancinelli, 9061 W Deschutes Dr., Kennewick – Ms. Mancinelli is a music teacher at Columbia Basin College, and she is concerned about possible cuts to the music program within the Kennewick School District. Ms. Mancinelli asked the Board to put music on the agenda for the May 22nd Board meeting as three minutes is not long enough to explain the importance of music.

Uby Creek, 3219 W. Canal Dr., Kennewick, expressed how appreciative and thankful she is to Superintendent Dave Bond and the School Board for their continuing support of the HAAP program. Ms. Creek noted that many of the HAAP students come with a music background.

CONSENT ITEMS

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

Seconded by Heather Kintzley.

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 April 17, 2019
- Personnel Actions – Certificated, Classified and Extracurricular
- 2018-19 Certificated Contract Holders Returning for 2019-20 School Year
- Resolution No 18 2018-2019; Accept Mid-Columbia Partnership Project as Complete
- Curriculum Adoptions:
  - *The Candymakers*, Author, Wendy Mass; Published by Little, Brown and Company © 2010. This material will be used in grades 4-5 above level reading groups at Amon Creek Elementary.
  - *Exploring Space: The High Frontier*, Author, Ruth Walker & Mary Shaffrey; Published by Jones & Bartlett Learning © 2010. This material will be used for a new course exploring Space JROTC 3 at Kennewick High School.
- Resolution No. 19, 2018-2019; Amistad Intent to Construct

SUPERINTENDENT/BOARD MEMBER REPORT

**Superintendent**

Superintendent Bond handed out information to the Board members regarding the annual exit audit. He was pleased to report that there were no management letters or findings. Ben Messinger and Heather Kintzley attended the exit audit. Mr. Messinger congratulated everyone on such a great audit. Heather Kintzley agreed with Mr. Messinger and said that it is rare to see such a clean audit.

Mr. Bond handed out an updated calendar for School Board meetings showing a change in the July Board meeting from the 10th to the 17th.

Mr. Bond reported that Vista Elementary and Highlands Middle Schools won an award from OSPI for their Breakfast after the Bell program.

**Board Member**

Ron Mabry commented that he would like to see support for next year’s Amazing Shake at Hawthorne Elementary school. Mr. Mabry shared that the KSD representative went on to compete in the national competition and placed third.

Mr. Mabry shared that E-sports was on the national news for gaming and feels the District needs to get ahead of this.
REPORTS AND DISCUSSIONS

Superintendent Search Update

Superintendent Bond introduced Bill Jordan with Northwest Leadership Associates who updated the Board members on the Superintendent Search review process and timeline. Mr. Jordan shared that on May 16th the Board members would need to meet in an Executive Session to screen applicants. He asked Ms. Adams and Mr. Bond to discuss the date and time that would work best for the Board. Mr. Jordan shared that once the Board settles on a date and time, he would make the applications available for them to review.

Ms. Adams asked Mr. Jordan if he had a detailed agenda for the final interviews on May 28, 29, and 30 and how the Board will be involved.

Mr. Jordan answered that he did and said he would email the Board the agenda. He went on to explain the Board involvement during the final interviews.

Legislative Graduation Requirement Changes

Superintendent Dave Bond presented on graduation requirement changes that will affect our students in the future. He shared the following major changes that will begin with the Class of 2020. Graduation requirements are decoupled from statewide high school assessments, and the Certificate of Academic Achievement and the Certificate of Individual Achievement are discontinued. Graduating students are required to demonstrate career and/or college readiness through one of eight pathway options. Beginning in the 2020-21 school year, OSPI must provide options for an online electronic platform for High School and Beyond Plans (HSBP). Mr. Bond added that the Opt-in provisions for earning pre-high school credit are changed to Opt-out provisions, meaning that students automatically get high school credit for certain middle school courses unless they request not to get the credit. Mr. Bond went on to share some examples and the purpose of graduation pathways. In closing, Mr. Bond explained the 24 Credit Waiver Option.

UNFINISHED BUSINESS

2019-2020 Budget Update

Superintendent Dave Bond reported that the District would not be recommending any job cuts other than through normal attrition, although some jobs may change. Mr. Bond reviewed the Legislative actions and the District budget challenges, adding that even though the Legislature has adjourned, the District is still trying to understand all the implications of the changes that they made, and that we would continue to evaluate our situation as more information becomes available from OSPI. Mr. Bond shared that the Board had previously determined that we should make a combination of cost reductions along with the use of some of our fund balance. District administration has identified about $5.0-$7.0M in cost reductions, which means that the District will likely reduce the fund balance by $3.0-$5.0M at the end of 2019-20. Mr. Bond added that by reducing our deficit by $5.0-$7.0M, we would put ourselves in a better position to handle the 2020-21 projected deficit of $3.0-
$5.0M without having to make drastic cuts. Administration wanted to try and equitably distribute the reductions across all groups. Mr. Bond shared proposed cuts, reductions, or adjustments in all areas: Budget Adjustments, materials, supplies and operating costs (MSOC), Certificated Staff, Classified Staff, and Administration.

Mr. Bond presented major concerns regarding the new School Employees Benefits Board (SEBB) and the challenge it creates for the district regarding part-time employees. Mr. Bond added that all employees receive full benefits under SEBB if they work at least 3.5 hours; these are great benefits for our employees, but they come at a significant cost to the district. The District will need to eliminate positions that are less than six hours, and also try to combine hours from positions to reduce the number of employees in less than six hour positions. He discussed the levy changes and noted that if the District was going to run a Levy in February of 2020, we would have to pass a Resolution by November or December of 2019 which wouldn’t generate any significant revenue until the 2021-22 school year.

Mr. Mabry asked if the number of retirees was normal.

Doug Christensen said the number of retirees was significantly lower this year.

Mr. Bond reported that the total projected fund balance represents 13.4% of our expenditure budget. The portion of our fund balance, which does not belong to a program represents 10.76% ($27,141,017) of our total budget. Our monthly payroll alone averages $18M with spikes up to $19M in months when additional salary is earned for extra days/time. Mr. Bond shared that the District believes that by taking the more moderate approach described in the presentation tonight, we can present the Board with a 2019-20 budget that has expenditures exceeding revenue by no more than $5M. Our recommendation is for the Board to authorize the administration to move forward with reductions of $5M and to present a 2019-20 budget that uses no more than $5M of fund balance to balance revenue and expenditures. Mr. Bond added that the Board members have made good fiscal decisions, and because of that we have a fund balance that other districts don’t have to handle situations that come up like this.

Mr. Messinger asked that if nothing else changes, and the Board follows the recommendation, would we be solvent for three-years?

Mr. Bond replied that the Legislature meets each year and things can change and that we also have a projected $3M to $5M deficit to deal with next year. But, if nothing else changes, we should remain solvent by making appropriate cuts for the 20/21 school year.

Ms. Adams complimented Mr. Roberts and Mr. Bond for all their work on the Budget and asked about the music program.

Mr. Bond explained that the average cost for a teacher is $100,000; thus, the average class period cost at the high school level is $20,000. The number of teachers and classes offered at the high school level is driven by the number of students that sign-up for those classes. Currently, there are not enough students enrolled in the music classes to justify hiring another music teacher.
Ms. Adams asked the Board members to take action regarding the budget recommendation and then receive input from the community regarding the music department.

Mr. Mabry commented that no music teacher is being laid off.

Ms. Adams replied that the Southridge HS music teacher resigned her Southridge position.

Ms. Kintzley commented that the music issue would be handled the same way it would be handled in any other year.

Ms. Adams asked to have the Board make a motion regarding the budget recommendation before we start discussing the music situation at the high schools.

Motion by Ron Mabry to authorize the administration to move forward with reductions of $5,000,000 and to present a 2019-20 budget that uses no more than $5,000,000 of fund balance to balance revenue and expenditures as recommended by Dave Bond.

Seconded by Brian Brooks.

Ms. Kintzley commented that the Board appreciates all the work that has been done as this is a difficult subject, and there is no painless way to do this.

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Motion carried 5-0.

Ms. Adams opened the floor for public input.

Mr. Bond shared that the district administration has had principals in to talk about staffing. The District is doing its normal staffing process based on student signups, and this is not just about music classes. The District staffs classes based on student interest, but if students haven’t signed up for certain courses in sufficient numbers, then the District tends not to offer them. Mr. Bond shared that Southridge High has three choir classes with a pre-enrollment of 15, 14, and 21, so generally we could combine two choir classes and use other music teachers throughout the district to accommodate.

Nate Riel, 2207 West 41st. Ave., Kennewick, and a Southridge High student, shared that his understanding is that the removal of the Choir programs is due to the resignation of one of the choir teachers and now their choir teacher Josh Lindberg will have to split his time between two schools. They shared that some choirs are not allowed to have over 16 students in them. He explained that band programs continue to grow because we offer them at middle schools, and we don’t offer choir at the middle schools. Mr. Riel suggested that if they had an opportunity to perform at the middle schools, they could encourage students to
sign up once they enter high school. They invited the board to attend one of their concerts at Southridge High on May 17, 18, 21, and 23rd.

April Connors, 1914 S. Arthur, Kennewick, asked the District to review their numbers as she did reach out to the music departments today, and they are up in all areas in the High Schools.

Reginald Unterseher, 6002 W. 26th Ave., Kennewick, commented that he believes that the problem is what the District has done to the middle school music program. The problem is retaining and attracting quality teachers because the District lets programs die and then it is hard to rebuild them. The declining reputation of this district is because of its declining support of the arts and music. People don’t want to live in Kennewick because the school district is gutting the music programs.

Bekka Duncan, 1231 W. Bruneau Pl., Kennewick, shared that what Ms. Adams said about how her decision wouldn’t affect her vote is upsetting to her because the audience comments have value. She shared that her daughter was told that the choir was full at Southridge High. Ms. Duncan has a 6th grader who has played the bass for two years, and music teaches him self-control as do the other arts like public speaking.

Dawn Adams, replied that she values and appreciates the input from the community, but this decision on the music program doesn’t affect a vote on how to balance next year’s budget.

Kathy Mancinelli, 9061 W. Deschutes Dr., Kennewick, shared that she had big concerns when she left the SHS choir program. She shared how she would go to the middle schools to encourage students to sign up for choir in high school. She added that it was not because she was going to middle schools that the choir program grew, but that middle schools were offering music as a valued curriculum.

Renee Davis, 1825 W. 16th Ave, Kennewick, shared a quote from Michelle Obama, “No one should ever think that dance and music are a luxury; that is why kids show up to school.” Ms. Davis added that she struggled as a freshman student, and her music teacher was the one who inspired her. Ms. Davis is now aspiring to go on to college. She stated that music is that important, and asked that the Board think about the impact it has when programs are cut.

Laurie Evans, 500 Blue St., Richland, shared that she is a Kennewick School District employee, and she is a product of the KSD. She sang in a choir in the 4th and 5th grade and then joined the only choir available at HHH middle school where she learned a lot as an 8th grader, and that is when she learned she wanted to be a music teacher. She asked the Board if there is any way they could please figure out how to build back the middle school choir program. Ms. Evans added that she would love to be a part of that conversation.

Stephanie Sorenson 1703 West 31st Ave., Kennewick, commented that Mr. Bond said he had been meeting with principals to talk about teachers who may need to teach in two subject areas. She would not recommend this and urged the Board to please use caution, because just because a teacher has a music degree, doesn’t mean they can teach all music.
Ms. Sorenson reminded the Board that some music classes could not have a large number of students in them as they have to perform at certain levels, and some students have to audition to get in. The students need the opportunity to be able to have those performances on their resumes.

Jen Ward, 119 East 3rd Ave., Kennewick, shared that she graduated a long time ago, her family was poor, and she couldn’t afford private anything. The only music lessons she received was through the schools which gave her the ability to add things to her resume for college, and she was able to go to Julliard, which is where her daughter is now attending.

Eric C. 2001 S. Sheppard St., Kennewick, commented that the Board had heard why music is important, but not why different levels of music are important. He explained that when you combine classes that are at different levels, you could have a student who thinks they are not good and they might feel they aren’t important and lose that feel good feeling that comes from music. He asked the Board not to take away opportunities for students to get that rush of performing on a stage.

Aubrie Ward, 119 East 3rd Ave., Kennewick, commented that choir had helped everyone she knows, and Choir is like a family where no one is left out. Ms. Ward added that High School can be hard enough when you don’t feel like you fit in, and being able to audition, and having different levels in music is so important.

Weston Walker, 4519 West 10th Ave., Kennewick, shared that he attended many schools due to being in the Air Force. The music he received in school shaped him in many ways. He has always been so proud of the KSD. Mr. Walker added that while serving in Iraq, the music kept him sane.

McKenna Baxter 3467 S. Dennis Street, Kennewick, shared that music has been a part of her life since she was five and as long as she can remember band has been a huge part of her life. She was nervous about high school marching band, but now they feel like family. Without music, she feels she would be lost. Ms. Baxter shared how music has helped her with depression, anxiety, and all that other stuff.

Emily Norris, 2100 Aaron Ave. Kennewick shared that choir was not available as a class in 8th grade, and her parents worked so they couldn’t drive her to music clubs. Music made her feel comfortable, and once she was not able to participate in music, she lost all interest in school. She said eighth grade was rough, but this year she entered drama, which helps her feel successful. She has grown so much socially, and the people in drama have helped her become more confident. The arts are important to her, and the people make her want to be more successful.

Pete Wilhelm, 2005 W. 51st Ave., Kennewick, commented that his child chose SHS because of the band which is like a family, and they even talked him into pulling their trailer around for them. It is what engaged his child into wanting to go to school. Band and music have been a major part of his life and made him a more complete person.
Caryn Mears, 1815 S. Yost Place, Kennewick, shared that she was the director of the 5th-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. 41st 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 then 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 1st and 2nd 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:  

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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:

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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:

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<th>Adams</th>
<th>Yes</th>
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<td>Kintzley</td>
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<td>Brooks</td>
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<td>Mabry</td>
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<td>Messinger</td>
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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.

_____________________________ _____________________________
RECORDING SECRETARY PRESIDENT OF THE BOARD

Approved: May 22, 2019

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SECRETARY OF THE BOARD