APPROVED

Pullman School District

Minutes

Regular Board Meeting

Date and Time
Wednesday May 28, 2025 at 6:30 PM

Location
Paul R. Sturm Community/Board Room
Pullman High School
510 NW Greyhound Way
Pullman, WA 99163

Directors Present
Amanda Tanner, Arron Carter, Craig Nelson, Nathan Roberts

Directors Absent
Lisa Waananen Jones

Guests Present
Bob Maxwell, Cameron Grow, Courtney Hodge, Diane Hodge, Juston Pollestad, Roberta Kramer

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Nathan Roberts called a meeting of the board of directors of Pullman School District to order on Wednesday May 28, 2025 at 6:30 PM.

Nathan Roberts
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C. Flag Salute

D. Land Acknowledgement Statement

E. Approval of Agenda

Changes to the agenda"

- LMS Student Ambassadors will not be presenting during the meeting, but have been rescheduled to present on June 11.

Amanda Tanner made a motion to approve the agenda.
Arron Carter seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Reports, Correspondence & Program

A. PHS ASB Report

The PHS ASB student representative provided an update on recent ASB activities:

- ASB Equity officers have been determined.
- Current and next year's executive team met Principal Fleurry to review goals for next year.
- Final event of the year is Prom and tickets are on sale until Friday.
- ASB is hosting field day/night for students.
- Next week, senior send off of current officers to celebrate their work.
- Graduation is coming up on June 7.
- Advisor Willy was able to get a grant for students to attend an ASB leadership camp this summer.

B. Board Reports

- Craig Nelson: Reviewed senior photos on Main Street.
- Arron Carter: Noted last week's report of LMS promoting Kindness via a Kindness Week with a Multicultural event planned in the coming weeks.
- Amanda Tanner: No report.
- Nathan Roberts:
    - An update was provided on the upcoming joint City Council/School Board meeting. If agenda topics cannot be finalized, the meeting will be cancelled. Monthly updates have been included in the district newsletter, and the board is encouraged to develop a plan to assign communication tasks. The idea of rotating content for the Board Bulletin will be explored to support ongoing informational outreach.

C.

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Superintendent's Report

- Noted that the 2025-2026 Kindergarten Open House is Thursday, May 29th from 4:30pm-6:00pm at PSD Elementary Schools.
- Executive Director of Operations Juston Pollestad shared details about the Summer Meal Program. Grab & Go snacks and lunches will be available at Kamiak Elementary and Reaney Park. The program is open to all children ages 1–18 with no prior registration required.
- Finance Director Diane Hodge presented a financial update, noting the district is on track to end the year with a balanced budget and an 8.5% ending fund balance, which meets board policy. Director Hodge also provided an overview of the Assistant Superintendent role, while Dr. Maxwell shared a breakdown of administrative FTE from the 2023–2024 through 2025–2026 school years. The report emphasized that in districts without an Assistant Superintendent, Director-level positions are often used to manage school needs. Comparisons with similar districts were shared, along with a note that the TBD administrator position could be reallocated to a certificated or classified role, depending on needs and hiring outcomes—particularly in connection to the open principal positions at FES/KES. The board discussed the May 15 staffing deadline, after which positions are generally confirmed. Board members reflected on PSD's administrative history and evolving needs. Director Nelson noted PSD previously operated with multiple directors rather than an Assistant Superintendent, and questioned whether the role remains essential. Dr. Maxwell responded that educational and operational demands have grown more complex, with increasing mandates and requirements for certificated leadership. Director Hodge added that the role is partially funded through special education—not solely through basic education funds and also noted PSD's administrative staffing overage is lower than many comparable districts.

D. Program Reports

- **Pullman High School Student Ambassadors by Debbie Crabtree, Pullman High School Principal & Student Ambassadors**
  - The Pullman High School Student Ambassadors presented their current initiatives and goals for the upcoming year. They highlighted their collaboration with the Environmental Club on sustainability efforts, including composting and reducing metal utensil waste, with composting efforts supported by the FFA's greenhouse and compost bin. They also previewed a planned student-run podcast for the 2025–26 school year, with episodes focused on introducing the ambassador program, discussing mental health, and exploring academic growth and soft skills. Additionally, they outlined a student survey they are designing to assess inclusion and gather feedback to inform future initiatives. Their 30-, 60-, and 90-day plans include launching the survey, creating a podcast, engaging with ASB and LMS ambassadors,

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building social media presence, and preparing for a DEI panel to increase community connections. They will present survey results at a future board meeting. Director Roberts noted the potential for collaboration between the ambassadors and the DEI Task Force to further community engagement efforts.

- **Reducing Restraint & Eliminating Isolation (RREI) Project Update by Dominick Ventresco, Assistant Director of Special Services & Kamiak Elementary Developmental Learning Center Staff (Lexi Brantner, Kaitlyn Cornish, and Raya Hotchkiss)**
  - An update was provided on the Special Education RREI Project, part of a statewide OSPI initiative to promote inclusionary practices. Pullman School District was selected as a pilot site for the 2024–2025 school year and received $70,000 in funding. Led by Natalie Dobbins, the project included staff workshops, professional development with True Measure Collaborative, and the addition of 90 minutes per week of paid structured debrief time outside of their contract hours. Kamiak DLC staff shared some of their experiences with the debriefs which included some examples of how they used that time to problem solve as a team . These debriefs focused on student escalation incidents, classroom programming, and implementation of action steps. A focus group of 20 staff members across three buildings participated. The results were significant, with a 91% reduction in district-wide incidents and an 88% reduction at Kamiak Elementary School compared to the previous year.
- **Linewize and Chromebook Update by Tyler Craigie, Technology Supervisor**
  - Tyler Craigie, Technology Supervisor, provided an update on current initiatives and proposed policy changes. At Lincoln Middle School, high Chromebook repair and replacement costs prompted a recommendation to transition from 1:1 student devices to classroom-based Chromecarts. This change aims to reduce device damage and student distraction while ensuring technology use remains instructional. The Chromebook Protection Plan will remain in place and will still be able to offer low cost surplus devices for students who qualify. The department also proposed changes to the district's YouTube access policy due to concerns about unregulated content, the platform's addictive algorithm (especially via YouTube Shorts), and the negative effects of excessive screen time. They recommended using upgraded web filtering to block YouTube by default, while giving teachers more control to deploy necessary videos via Classwize. Additionally, the Linewize web filter update is scheduled for deployment on July 1, aligned with a firewall upgrade. While feedback has generally been positive, some configuration issues remain on Windows devices. Board members asked about continued device access. Supervisor Craigie confirmed that middle school students could check out Chromebooks as needed for homework and projects. In high school, students will still be issued 1:1 Chromebooks for grades 9–12. The new model for LMS will

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assign Chromecarts to teachers as classroom sets, removing the burden of responsibility from individual students. Homework-related device use at LMS is reduced which supports the transition away from the 1:1 program.. Digital resources will remain accessible, and copy reduction is still a goal. Despite the CPP, Supervisor Craigie noted that it has not fully offset repair costs at the middle school level.

E. A Community of Belonging - Update

No update.

III. Public Comment

A. Speakers

Speaker: Marie Wallace
Topic: A community member expressed concern about the current student demographics at Jefferson Elementary School, stating that existing attendance boundaries have resulted in a high-poverty population that presents ongoing challenges for staff and may be unsustainable. The speaker urged the district to consider redrawing boundaries or reallocating resources to better support students, particularly those in special education, and to ensure equitable access to education across all schools in alignment with the Pullman Promise.

Speaker: Allison Harris
Topic: A parent shared concerns about the current district culture under administrative leadership, citing instances where staff have reportedly left or feared retaliation due to how certain situations were handled. The speaker noted a perceived lack of value and voice among community members and staff, referencing public support for reconsidering decisions related to athletic director positions. Specific concern was raised about the recommendation to fill the Assistant Superintendent position, suggesting it may conflict with budget constraints and recent staffing reductions. The speaker urged the board to reconsider the hire and conduct further research into the necessity of the role.

Speaker: Haylee Fishback
Topic: Speaker teaches and coaches in the district and shared concerns about the hiring process for the Assistant Principal/Athletic Director position, noting it did not follow the same public posting procedures as other principal positions. The speaker emphasized that the AD position is funded through the local levy and highlighted strong community support for retaining the role. They questioned the inclusion of Jacob Gion on the consent agenda for administrative rehire and noted that retaining him may be more costly than retaining Wendy Kruger. The speaker also questioned why his name did not appear on the transfer list and called for greater transparency if the board proceeds with the contract renewal.

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Speaker: Anthony Haynes
Topic: A community member expressed concern over the lack of open and transparent discussion regarding the decision to reconsider retaining the Athletic Director. They expressed disappointment with the process, highlighting that important decisions are being made without adequate public dialogue. The speaker praised the recommended hire as exceptional but called for improved tone and accessibility in board meetings. They emphasized that these issues reflect a serious cultural challenge within the district.

Speaker: Wendy Kruger
Topic: Speaker thanked those who attended the April 30 meeting in support of retaining the Athletic Director position, as well as Board Director Carter and Board Director Nelson for their support. Speaker acknowledged the words of Board Director Waananen Jones and Board Director Roberts, but described those remarks as feeling hollow. Speaker expressed disappointment that board member Director Tanner did not attend virtually. The speaker alleged violations of policy 1101F and provided examples. Speaker called for three specific actions: 1) remove contract renewals for staff without assigned positions, 2) withdraw the recommendation to hire an Assistant Superintendent to allow for a public discussion on whether the role is necessary or could be absorbed by existing administrators, and 3) conduct a staff survey to assess morale.

Speaker: Melissa Barnes
Topic: A representative from the Montessori School of Pullman discussed efforts to explore incorporating their early childhood education program at the Pullman School District Office. They requested the board and district's support, highlighting a need for more early childhood opportunities and expressing a desire to see the Montessori school thrive within Pullman School District facilities.

IV. Consent Agenda

A. Minutes - May 14, 2025 Regular Board Meeting

Amanda Tanner made a motion to approve the minutes as part of the consent agenda from Regular Board Meeting on 05-14-25.
Arron Carter seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Personnel Report

Item removed from consent agenda for discussion.

C. Contract Addendum for Superintendent Salary Reduction

D. Warrants

E. Student Transfer Requests

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F. Budget Status Report - April

G. ASB Fundraisers

H. Consent Agenda Approval

Director Nelson requested removal of the Personnel Report.
Arron Carter made a motion to approve the amended consent agenda (Item IV. A, C-G) , with the exception of Item IV. B. which was removed for separate discussion.
Amanda Tanner seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Public Hearing: Proposed Sale of Surplus Real Property (Pullman Aquatic Center)

A. The board recessed into a public hearing at 7:48pm to listen to public comment on the Proposed Sale of Surplus Real Property commonly known as the Pullman Aquatic and Fitness Center to Schweitzer Engineering Laboratories (SEL).

Speaker: Eric Newman, SEL
Topic: The Vice President of Business at Schweitzer Engineering Laboratories (SEL) provided background on the construction and community value of the Pullman Aquatic Center. They noted that the facility requires updates and shared SEL's offer to purchase the building and invest in necessary upgrades. The speaker highlighted benefits to both Pullman School District and the City of Pullman, emphasizing that the center would remain accessible to the community and continue to support popular programs, including ongoing use by the swim team.

Speaker: Brandon Kruger
Topic: Speaker acknowledged SEL as a valued community partner but raised concerns about the encumbrance on the property and the potential burden this could place on the district. They questioned how much of the sale funds would need to be allocated to address the encumbrance and whether ongoing maintenance—such as for a new path—would fall to the district. The speaker expressed concern about the district taking on additional responsibilities while needing to create and manage new spaces. They suggested that SEL could lease the facility and manage it directly to avoid these issues. The comment cautioned against prioritizing a short-term financial gain without fully understanding long-term implications.

Speaker: Francesca Corchran
Topic: Speaker expressed support for SEL's purchase of the Pullman Aquatic and Fitness Center, emphasizing the importance of retaining the pool as a valuable community resource. They highlighted that the facility serves a broad range of users, including older adults and individuals with disabilities, who benefit greatly from its accessibility and programs.

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Speaker: Elizabeth Campbell
Topic: Speaker emphasized the importance of retaining the Pullman Aquatic and Fitness Center as a vital resource, noting that neighboring Moscow no longer has a pool, leading many residents to use Pullman's facility. They stressed that losing the pool would negatively impact both communities, especially for youth swim lessons and water safety programs. While uncertain about the best path forward, the speaker expressed appreciation for SEL's financial contribution to help maintain the pool for community use.

B. At 8:00pm the board resumed the regular board meeting.

VI. Action Item: Consent Agenda Item IV. B Personnel Report

A. Personnel Report

Certified:

- Eugene Baldeck, psychologist/counselor at Pullman High School, transfer to psychologist/counselor at Lincoln Middle School beginning the 2025-2026 school year
- Evan Hecker, principal at Kamiak Elementary School, transfer to assistant principal at Pullman High School effective July 1, 2025
- Madeline Hunt, second grade teacher at Kamiak Elementary School, resignation effective at the completion of the 2024-2025 school year
- Kathi Keefer, principal at Franklin Elementary School, resignation effective at the completion of the 2024-2025 contract year
- Ryan Mulvey as assistant superintendent effective July 1, 2025
- Samantha Schertenleib as fifth grade teacher at Jefferson Elementary School beginning the 2025-2026 school year

Classified:

- Cameron Bock, core+ paraeducator at Jefferson Elementary School, resignation effective at the completion of the 2024-2025 school year
- Lester Erwin, maintenance technician, retirement effective June 30, 2025
- Shannon Maryott, core+ paraeducator at Jefferson Elementary School, resignation effective at the completion of the 2024-2025 school year

Supplemental/stipend payments:

- Angie Barbour, fall sports game manager and spring sports game manager at Pullman High School, resignation
- Amy Caessens, winter sports game manager at Pullman High School, resignation
- Kobe Clouthier, assistant track coach at Pullman High School, resignation

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Director Nelson raised concerns about unresolved TBD positions and the limited discussion surrounding the proposed assistant superintendent role. Dr. Maxwell responded that not approving the position could lead to staff departures and missed opportunities, highlighting its importance for student and staff growth amid statewide administrative challenges.

Director Tanner questioned the timing of delaying approval, given the ongoing two-year search and the presence of a strong candidate. Director Nelson expressed concern over the lack of open public discussion and suggested reconsidering the need for the position, noting that some districts operate without an assistant superintendent and emphasizing fairness to the candidate should the position be eliminated in the future.

Dr. Maxwell noted that no board member had formally requested a pause in the hiring process and emphasized that many similar districts maintain an assistant superintendent or equivalent director roles, which are critical to managing Pullman's operational complexity and growth. Finance Director Hodge supported this view, citing district performance data and noting administrative understaffing compared to similar-sized districts.

Director Roberts provided data indicating Pullman is not as overfunded as peer districts, suggesting efficient resource allocation.

Director Tanner recalled earlier discussions exploring alternative staffing options, which were found unlikely to provide significant cost savings. Tanner affirmed the interview team's recommendation to hire an assistant superintendent and urged respect for their efforts.

Director Nelson reminded the board that the superintendent makes hiring recommendations, and this was the first formal vote on the position. Director Tanner noted that personnel matters are appropriately handled through the superintendent rather than in open board meetings.

Concerns were raised about the status of the TBD administrative position. Director Roberts clarified that it is not a district office appointment and would become a classified role if not filled administratively.

Several directors emphasized the importance of following board communication protocols and maintaining transparency. The discussion reflected varying perspectives on staffing needs, transparency, timing, and how best to support district leadership and operations.

Amanda Tanner made a motion to approve the personnel report.
Arron Carter seconded the motion.
The board **VOTED** to approve the motion.

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Roll Call	
Arron Carter	Aye
Craig Nelson	No
Lisa Waananen Jones	Absent
Nathan Roberts	Aye
Amanda Tanner	Aye

VII. Action Items

A. 2025-2026 Board Meeting Schedule

Presenter: Nathan Roberts, Board President
This item was presented at the last board meeting. The Fall and Spring Community Listening Sessions were added to the schedule as To Be Determined (TBD) as requested.
Arron Carter made a motion to approve the 2025-2026 Board Meeting Schedule as presented.
Craig Nelson seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. 2025-2026 Pullman Public Schools Student and Family Handbook

Presenter: Bob Maxwell, Superintendent
This item was presented at the last board meeting. The only revision that has been made since it was last presented was the addition of the PSD Artificial Intelligence (AI) Guidelines.
Craig Nelson made a motion to approve the 2025-2026 Pullman Public Schools Student and Family Handbook.
Arron Carter seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. 2025-2026 Lincoln Middle School/Pullman High School Athletics & Activities Handbook

Presenter: Bob Maxwell, Superintendent
This item was presented at the last board meeting. There have been no questions since it was last presented.
Arron Carter made a motion to approve the 2025-2026 Lincoln Middle School/Pullman High School Athletics & Activities Handbook.
Craig Nelson seconded the motion.
The board **VOTED** unanimously to approve the motion.

VIII. Discussion Items

A. Resolution 24-25:10 Declaration of Surplus Bus

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Presenter: Juston Pollestad, Executive Director of Operations
Bus #21, a 2004 International CE (VIN: 4DRBRABN94B64485), is no longer operational and will be replaced with a new electric bus purchased with support from a grant by the Washington State Department of Ecology, aimed at removing older diesel buses from service. The grant stipulates that the bus cannot be sold as surplus but must be destroyed to ensure the engine and chassis are permanently taken out of use. Director Tanner inquired about the district's capacity to transport students given the current limitations of electric bus range due to the district's location. Executive Director Pollestad responded that the long-term plan is to continue adding electric buses as technology improves, with increased mileage capabilities and potential solar power support. However, the district does not plan to fully transition to electric immediately and will retain some diesel buses during the transition. When asked by Director Nelson, Executive Director Pollestad confirmed the bus to be destroyed is a 2004 model. Director Carter asked about the disposal of the bus, and Executive Director Pollestad explained it will be taken to the valley and sent to scrap.

B. Pioneer Center Room Lease

Presenter: Juston Pollestad, Executive Director of Operations
Pullman School District has been engaged in ongoing discussions with the Montessori School of Pullman regarding the potential use of the Pioneer Center as a future site for Montessori operations. Representatives from the Montessori School have conducted multiple tours of the facility to evaluate its suitability for their educational programs and operational needs. These visits have helped both parties identify potential adjustments or improvements that may be necessary should a lease agreement be established.

The District and the Montessori School are now entering the next phase of discussions, focusing on developing a formal lease agreement that would outline the terms, responsibilities, and expectations for both parties concerning the use of the Pioneer Center. This proposed partnership offers an opportunity to support diverse educational models in Pullman while promoting effective and sustainable use of district-owned property. Further details and a draft lease will be prepared as collaboration continues.

During the discussion, Director Tanner inquired about the amount of space being considered. Executive Director Pollestad responded that the lease would likely include three classrooms, the gymnasium, stage, office space, storage areas, and restroom access. Director Tanner also asked if the Pioneer Center was the Montessori School's preferred location, to which Executive Director Pollestad confirmed that with the city's assistance, the Pioneer Center was found to be a better fit, offering adequate space and a playground.

Director Roberts expressed support for the idea, noting that while Gladish has some issues, providing this space would benefit both Pullman's children and the district by making use of otherwise unused space. Director Carter asked about any necessary

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upgrades and whether those costs would fall to the district. Executive Director Pollestad explained that discussions are ongoing, with some minor upgrades anticipated. Dr. Maxwell noted the Montessori School understands that they would need to contribute financially toward needed improvements.

IX. Informational Items

A. Administrative Requirements Update

B. Expense Claim Audit - Community Update Board Schedule

C. Board Calendar & Communication Plan

D. Current Enrollment

For 2024-2025 School Year
Budgeted FTE: 2560
Current FTE: 2580.88
Current Year Average FTE: 2598.15

E. The Pullman Promise: Priorities, Goals, Success Indicators

F. Procedures

- 6801P Capital Assets/Theft-Sensitive Assets

X. Executive or Closed Session

A. Personnel and Negotiations

N. Roberts announced there will be an Executive Session to discuss personnel and negotiations that will end at 8:46pm.

XI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:46 PM.

Respectfully Submitted,
Nathan Roberts

Documents used during the meeting

Nathan Roberts
Signed by Nathan Roberts on 6/24/2025

- Board Report - 5.28.2025 Personnel.pdf
- Board Report -CERT list 25.26.pdf
- Board Report - 5.28.2025 Personnel (2).pdf
- CK Summaries 5.28.25.pdf
- 2025 05.28 Regular Board Meeting - Student Transfer Requests.pdf
- Budget Status Report_April 2025.pdf
- ASB Fundraiser - PHS FFA Plant Sale 5.28.25.pdf
- ASB Fundraiser - PHS Cheer - Mini Cheer Camp 5.28.25.pdf
- ES 2025-26 Board Meeting Schedule 5.14.25.pdf
- 2025-2026 Board Meeting Schedule.pdf
- 2025-2026 Board Meeting Content Calendar .pdf
- ES 2025-2026 Family and Student Handbook 5.28.25.pdf
- 2025-2026 PSD Family and Student Handbook 5.28.25.pdf
- ES 2025-2026 LMS-PHS Athletics and Activities Handbook 5.14.25.pdf
- 2025-26 LMS-PHS Athletics & Activities Handbook 5.14.25.pdf
- ES Resolution 24-25-10 Surplus Bus 5.28.25.pdf
- Resolution 24-25-10 Declaration of Surplus Bus 5.28.25.pdf
- ES Pioneer Center Room Lease 5.28.25.pdf
- May Administrative Requirements Update.pdf
- Expense Claim Audit Comm Update Schedule.pdf
- 2024-2025 Board Meeting Content Calendar 3.27.25.pdf
- Board of Directors Communication Plan 2024-2025_1.22.25.pdf
- The Pullman Promise.pdf
- 6801P Capital Assets Theft Sensitive Assets 5.28.25.pdf

Robert Maxwell (Jun 25, 2025 07:48 PDT)

Board Secretary

Nathan Roberts

Signed by Nathan Roberts on 6/24/2025

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Final Audit Report 2025-06-25

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By:	Courtney Hodge (chodge@psd267.org)
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