



Board of Directors Business Meeting
Agenda Action Item

Item Title

APPROVAL OF THE PERSONNEL RECOMMENDATIONS TO THE SUPERINTENDENT.

Department

Human Resources

Board Meeting Date

June 12, 2025

Background

Current Consideration

Under RCW 28A.405.220, provisional employees who are notified that their contracts will not be renewed have the right to request an informal meeting with the Superintendent. During this meeting, they can challenge the facts that led to the Superintendent's decision and present arguments for reconsideration. Four provisional employees requested such meetings, which took place in May and early June. The Superintendent's memorandums recommending nonrenewal are included at the end of the report.

Fiscal Implication

Recommendation

The Assistant Superintendent of Human Resources recommends that the Board of Directors approve the personnel recommendations to the Superintendent for the June 12, 2025 Board meeting, and approve the Superintendent's recommendation to nonrenew the identified provisional employees pursuant to RCW 28A.405.220.

Strategic Benchmark

Approved By

Assistant Superintendent of Human Resources, Renee Trueblood

**PERSONNEL RECOMMENDATIONS TO THE SUPERINTENDENT
TACOMA PUBLIC SCHOOLS
School Board Meeting - June 12, 2025**

MEMORANDUM

Date: June 12, 2025

To: Joshua J. Garcia, Superintendent

From: Renee Trueblood, Assistant Superintendent, Human Resources

It is recommended that the actions on the following employees be approved, effective as indicated.

POSITION ELIMINATIONS

<u>Position</u>	<u>FTE</u>	<u>Anticipated Effective Date</u>
Assistant Director, Whole Child	1.0000	06/30/2025

EXEMPT RECOMMENDATIONS

Promotion

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Paasch, Kelsey	CAB	Coordinator, Student Services	1.0000	Continuing	07/01/2025

CERTIFICATED RECOMMENDATIONS

Separation of Employment - Resignation

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Kelly, Colin	Lincoln	Dean of Students	1.0000	Continuing	06/30/2025
Kerrigan, Stacy	Manitou	Teacher K-3	1.0000	Continuing	08/31/2025
Puryear, Ulrike	Giaudrone	Teacher MS	1.0000	Continuing	08/31/2025
Stella, Jessica	SAMI	TOSA	1.0000	Continuing	06/30/2025

Separation of Employment - Retirement

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Cripe, David	Truman	Teacher MS	1.0000	Continuing	08/31/2025
Merrill, Rebecca	Mt Tahoma	Teacher HS	1.0000	Continuing	08/31/2025

Separation of Employment - Nonrenewal of Provisional Contract (Budget Reductions)

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Akamatsu, Gwendolyn	Sheridan	Nurse	0.7000	Continuing	08/31/2025
Alexander, Amanda	Larchmont	Counselor Elementary	1.0000	Continuing	08/31/2025
An, Phillip	Fern Hill	Teacher 4-5	1.0000	Continuing	08/31/2025
Armbruster, Kaitlyn	Manitou Pk	Teacher K-3	1.0000	Continuing	08/31/2025
Asplund, Jacob	Willie Stewart	Teacher Reengagement	1.0000	Continuing	08/31/2025
Atherton, Amy	Travis	Teacher 4-5	1.0000	Continuing	08/31/2025
Austin, Kaylah	Blix	School Librarian	0.6000	Continuing	08/31/2025
Bagdanov, Marie	Stadium	Teacher HS	1.0000	Continuing	08/31/2025
Berntsen, Christopher	Blix	Teacher TK	1.0000	Continuing	08/31/2025
Bianco, Tarynn	Travis	Teacher K-3	1.0000	Continuing	08/31/2025
Bogden, Peter	Arlington	Teacher K-3	1.0000	Continuing	08/31/2025
Brooks, Abigayle	Giaudrone	Teacher MS	1.0000	Continuing	08/31/2025
Butler, Amanda	Lister	Teacher Title I	0.5000	Continuing	08/31/2025
Caldwell, Katrina	Stadium	Counselor Secondary	1.0000	Continuing	08/31/2025
Clark, Tara	Lincoln	Teacher HS CTE	1.0000	Continuing	08/31/2025
Clemensen, Melissa	Whittier	Teacher K-3	1.0000	Continuing	08/31/2025
Clousing, Kristy	Geiger	Teacher Elem PE/Music	0.4000	Continuing	08/31/2025
Colleran, Angela	Geiger	Counselor Elementary	0.7500	Continuing	08/31/2025
Cornejo-Pina, Alicia	DeLong	Teacher TK	1.0000	Continuing	08/31/2025
Cox, Toni	IDEA	Teacher HS	1.0000	Continuing	08/31/2025
Creer, Adrienne	Roosevelt	Teacher K-3	1.0000	Continuing	08/31/2025
Cruz-Rosario, Marlene	DeLong	Teacher Special Education	1.0000	Continuing	08/31/2025
Cubillas, Manuel	Truman	Counselor Secondary	1.0000	Continuing	08/31/2025
deCastro-De Los Reyes, Bianca	Lyon	Teacher Special Education	1.0000	Continuing	08/31/2025
Erasto-Garcia, Jesus	Lincoln	Teacher HS	1.0000	Continuing	08/31/2025
Fakatoufifita, Malia	Fawcett	Teacher 4-5	1.0000	Continuing	08/31/2025
Farver, Courtney	Foss	Teacher HS	1.0000	Continuing	08/31/2025
Flores, Monica	Foss	Teacher HS	1.0000	Continuing	08/31/2025
Flores, Rafael	Giaudrone	Teacher MS	1.0000	Continuing	08/31/2025
Fredricks, Carl	CAB	Teacher Bilingual/ESL	1.0000	Continuing	08/31/2025

Freeman, Holly	Edison	School Librarian	1.0000	Continuing	08/31/2025
Geffen, Kerry	Crescent Hts	Counselor Elementary	0.4000	Continuing	08/31/2025
Gilbert, Keavy	Roosevelt	Teacher K-3	1.0000	Continuing	08/31/2025
Gorman, DeVonte	Meeker	Teacher MS	1.0000	Continuing	08/31/2025
Hall, Dylan	TOL	Teacher HS CTE	1.0000	Continuing	08/31/2025
Hanson, Rylee	Gray	Counselor Secondary	1.0000	Continuing	08/31/2025
Harpel-McGaw, Whittaker	Fern Hill	Teacher Elem Voc Music	1.0000	Continuing	08/31/2025
Henderson, Robert	Lincoln	Teacher HS	1.0000	Continuing	08/31/2025
Hentschke-McDonald, Ute-Anja	Geiger	Teacher 4-5	1.0000	Continuing	08/31/2025
Herrera, Yesenia	Sheridan	Teacher K-3	1.0000	Continuing	08/31/2025
Hill, Zachary	Baker	Teacher Special Education	1.0000	Continuing	08/31/2025
Hodge, Rebecca	Edison	Teacher K-3	1.0000	Continuing	08/31/2025
Hoffer, Crystal	Fawcett	Teacher K-3	1.0000	Continuing	08/31/2025
Humann, Kamrey	Lincoln	Teacher HS	1.0000	Continuing	08/31/2025
Isiordia, Diana	Arlington	Teacher K-3	1.0000	Continuing	08/31/2025
Jadwin, Monica	Birney	Teacher K-3	1.0000	Continuing	08/31/2025
Johnston, Scott	Reed	Teacher K-3	1.0000	Continuing	08/31/2025
Julian, Jeaneau	Manitou Pk	Teacher Elem Voc Music	1.0000	Continuing	08/31/2025
Kimmel, Amy	Silas	Teacher HS CTE	1.0000	Continuing	08/31/2025
Korn, James	Lincoln	Teacher HS	1.0000	Continuing	08/31/2025
Larios, Christopher	First Creek	Teacher MS	1.0000	Continuing	08/31/2025
Le, Vincent	SOTA	Teacher HS	1.0000	Continuing	08/31/2025
Little, Chloe	Mann	Teacher K-3	1.0000	Continuing	08/31/2025
Lloyd Wagner, Amy	Baker	Teacher Bilingual/ESL	1.0000	Continuing	08/31/2025
Love, Justice	Fern Hill	Teacher K-3	1.0000	Continuing	08/31/2025
Mancilla, Sergio	Stewart	Teacher MS	1.0000	Continuing	08/31/2025
Matz, Catherine	Edison	Teacher K-3	1.0000	Continuing	08/31/2025
McAlister, Sarah	Larchmont	Teacher 4-5	1.0000	Continuing	08/31/2025
McCormick, Janelle	Pt Defiance	Teacher K-3	1.0000	Continuing	08/31/2025
McCoy, Autumn	Lister	Teacher 4-5	1.0000	Continuing	08/31/2025
McCullough, Julianne	Stafford	Teacher K-3	1.0000	Continuing	08/31/2025
McKee, Mary	SAMI	Teacher HS	1.0000	Continuing	08/31/2025
McNaughton, Liane	Geiger	Counselor Elementary	1.0000	Continuing	08/31/2025
Merwin, Kathryn	IDEA School	Teacher HS	1.0000	Continuing	08/31/2025
Miller, Nathaniel	Gray	Teacher MS	1.0000	Continuing	08/31/2025
Mitchell, Keith	Remann Hall	Learning Specialist	1.0000	Continuing	08/31/2025
Molinero, Dolores	Boze	Teacher K-3	1.0000	Continuing	08/31/2025
More, Lori	Stewart	Counselor Secondary	1.0000	Continuing	08/31/2025
Munsey, Kristin	Stewart	Teacher LAP Interventionist	1.0000	Continuing	08/31/2025
Navato, Olivia	Larchmont	Teacher K-3	1.0000	Continuing	08/31/2025

Peak, Cassie	Lister	Teacher PS	1.0000	Continuing	08/31/2025
Pineda, Olivia	Hunt	Teacher MS	1.0000	Continuing	08/31/2025
Pliler, Jeremy	Boze	Counselor Elementary	0.6000	Continuing	08/31/2025
Pluim, David	Stadium	Teacher HS	1.0000	Continuing	08/31/2025
Razzaq, Darlene	Baker	Teacher MS	1.0000	Continuing	08/31/2025
Reier, River	Wainwright	Teacher MS	1.0000	Continuing	08/31/2025
Renfro, Sarah	Bryant	Teacher K-3	1.0000	Continuing	08/31/2025
Rice, Luke	SOTA	Teacher HS	1.0000	Continuing	08/31/2025
Robert, Spencer	Truman	Teacher MS	1.0000	Continuing	08/31/2025
Rojas, Andrea	Fern Hill	Teacher K-3	1.0000	Continuing	08/31/2025
Rojas, Diego	Stewart	Teacher MS	1.0000	Continuing	08/31/2025
Roseboro, Mikayla	First Creek	Teacher MS	0.8000	Continuing	08/31/2025
Ruchti, Amber	Crescent Hts	Teacher K-3	1.0000	Continuing	08/31/2025
Russell, Sean	NE Tacoma	Teacher K-3	1.0000	Continuing	08/31/2025
Ryan, Christyn	Blix	Teacher Elem Music	1.0000	Continuing	08/31/2025
Scardina, Mia	First Creek	Teacher MS	1.0000	Continuing	08/31/2025
Schrenk, Laura	Meeker	Counselor Secondary	1.0000	Continuing	08/31/2025
Shaffer, Jacob	Franklin	Teacher Elem Voc Music	1.0000	Continuing	08/31/2025
Sharrow, Megan	Gray	Teacher MS	1.0000	Continuing	08/31/2025
Shelby, Robert	Mt Tahoma	Teacher HS CTE	0.8000	Continuing	08/31/2025
Shin, Hyesong	Travis	Teacher K-3	1.0000	Continuing	08/31/2025
Smeall, Kimberly	Arlington	Teacher K-3	1.0000	Continuing	08/31/2025
Smit, Julia	Lowell	Teacher 4-5	1.0000	Continuing	08/31/2025
Southard, Coral	Gray	Teacher MS	0.4000	Continuing	08/31/2025
Spain, Greene	Bryant	Teacher K-3	1.0000	Continuing	08/31/2025
Steele, Katherine	NE Tacoma	Teacher Special Education	1.0000	Continuing	08/31/2025
Taniguchi, Elysia	Fawcett	Teacher K-3	1.0000	Continuing	08/31/2025
Taylor, Sarah	Travis	Teacher K-3	1.0000	Continuing	08/31/2025
Thompson, Jalani	Lincoln	Teacher HS/Title I	1.0000	Continuing	08/31/2025
Tipton, Jeff	Fawcett	Teacher Special Education	1.0000	Continuing	08/31/2025
Wanner, Alyssa	Skyline	School Librarian	1.0000	Continuing	08/31/2025
Wildaire, Hudson	Reed	Teacher K-3	1.0000	Continuing	08/31/2025
Wiltbank, Victoria	Reed	Teacher K-3	1.0000	Continuing	08/31/2025
Worrell, Ryan	Travis	Teacher K-3	1.0000	Continuing	08/31/2025
Wright, Stacey	Manitou Pk	Teacher K-3	1.0000	Continuing	08/31/2025

CLASSIFIED RECOMMENDATIONS

Separation of Employment - Resignation

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Bautista, Lillian	Whitman	ESP Special Education	0.8125	Regular	08/31/2025
Brown, Joshua	Foss	ESP Special Education	0.8125	Regular	06/06/2025
Burnett, Debra	CBT	ESP Special Education	0.8125	Regular	06/01/2025
Canfield, Jennifer	Lister	ESP Special Education PS 1:1	0.3500	Regular	05/29/2025
Carrillo, Grant	Foss	ESP Special Education 1:1	0.8125	Regular	08/31/2025
Farbarik, Mitchell	Stadium	ESP Special Education 1:1	0.8125	Regular	05/30/2025
Glidden, Charli	Skyline	ESP Special Education 1:1	0.8125	Regular	06/20/2025
Harrison, Derek	B&G Maintenance	Plumber/Pipefitter	1.0000	Regular	05/19/2025
Johnson, Yalonda	Baker	ESP Special Education	0.8125	Regular	06/20/2025
O'Leary, Janet	Nutrition Services	Nutrition Services Helper	0.4688	Regular	05/27/2025
Riddle, Meghan	Mt Tahoma	ESP Special Education	0.8125	Regular	08/19/2025

Separation of Employment - Retirement

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Mealeaga, Tafaoata	Transportation	Bus Driver	1.0000	Regular	09/30/2025

Separation of Employment - End of Temporary Assignment

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Price, Teresa	Fern Hill	Office Coordinator	1.0000	Temporary	05/31/2025

Separation of Employment - Deceased

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Howard, Sylvia	Oakland	Office Manager HS Alts	1.0000	Regular	05/25/2025

Separation of Employment - Termination

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>	<u>Employment Status</u>	<u>Anticipated Effective Date</u>
Barber, Makiba	Jefferson	ESP Special Education	0.8125	Regular	06/13/2025

SUBSTITUTE & NON-REGULAR RECOMMENDATIONS**Hire**

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Anticipated Effective Date</u>
Carballo, Camila	CAB	Substitute Teacher	05/19/2025
Clark, Jasmine	Transportation	Substitute Bus Driver	05/09/2025
Dees, Katrina	CAB	Substitute Teacher	05/07/2025
Gonzalez, Olivia	CAB	Substitute Teacher	05/21/2025
Grace, Nicole	CAB	Substitute ESP	05/14/2025
Lines, Allison	CAB	Substitute Teacher	05/14/2025
Myklegard, Mae	CAB	Substitute Teacher	05/14/2025
Phan, Rickey	CAB	Substitute Teacher	05/19/2025
Sanchez Moran, Lizzet	Nutrition Services	Substitute Nutrition Services	05/08/2025
Shakhramanov, Brittany	CAB	Substitute ESP	05/09/2025
Sibbett, Daniel	Nutrition Services	Substitute Nutrition Services	05/09/2025
Smith-Kleckley, Amarion	CAB	Substitute ESP	05/14/2025
Vaughn, Ayjanai	CAB	Substitute ESP	05/14/2025

Rehire

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Anticipated Effective Date</u>
Bakke, Ellen	CAB	Substitute Para	05/07/2025
Burns, Brenna	CAB	Substitute Para	05/07/2025
Nichols, Kimberly	CAB	Substitute Teacher	05/21/2025

Separation of Employment - Resignation

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Anticipated Effective Date</u>
Ray, Earl	CAB	Substitute Teacher	05/13/2025
Slaughter, Janise	CAB	Substitute Campus Security	05/12/2025
Wesley, Preston	CAB	Substitute Campus Security	05/14/2025
Williams, Diondre	Stadium	Assistant Coach Basketball	04/21/2025

DATE: June 3, 2025

TO: Tacoma School District Board of Directors

FROM: Joshua J. Garcia, Superintendent

RE: Superintendent's Report on the Conclusion from Informal Meeting with Amy Lloyd Wagner

CC: Amy Lloyd Wagner, Teacher, Baker Middle School
Angel Morton, President, Tacoma Education Association
Personnel File

On Monday, June 2, 2025, I met with provisional certificated staff member Amy Lloyd Wagner who requested an informal meeting pursuant to RCW 28A.405.220. Also attending the meeting were Renee Trueblood, Assistant Superintendent of Human Resources, and Angel Morton, TEA President. Ms. Lloyd Wagner was notified on May 14, 2025, that her provisional employment contract would not be renewed for the 2025-2026 school year based upon budget shortfall and program changes.

At this meeting, Ms. Lloyd Wagner was provided an opportunity to refute any facts upon which my determination to non-renew was based and to make any argument in support of her request for reconsideration. Ms. Lloyd Wagner highlighted her dedication to Tacoma Public Schools as well as data surrounding improved outcomes for Multi-Language Learners at Baker Middle School.

Regardless of any individual circumstances, the District must prioritize at this time the placement of non-provisional contracted teachers into certificated positions due to displacements of more senior staff. The District has carefully considered the placement of staff for next year based upon seniority, qualifications, endorsements and program needs. Because the District needs to reduce the number of certificated staff, it is with regret that I must recommend that the Board uphold my decision to non-renew Ms. Lloyd Wagner. The District will prioritize rehiring non-renewed, fully certificated provisional staff before any external applicants are considered. When making rehire decisions for an open position, the Human Resources Department will carefully evaluate the grade level and content needs of that school, and will also take into consideration the endorsement, certification, and seniority of each impacted staff member.

This memo shall serve as my written report recommending that Amy Lloyd Wagner should have her employment contract nonrenewed under RCW 28A.405.220. Ms. Lloyd Wagner, along with other provisional staff who are being nonrenewed, will be listed on the personnel report at the next scheduled board meeting, June 12, 2025. In acting upon this recommendation, you should consider any written communication which may be filed with the secretary of the board at any time prior to that meeting.

enc. RCW 28A.405.220

DATE: June 3, 2025

TO: Tacoma School District Board of Directors

FROM: Joshua J. Garcia, Superintendent

RE: Superintendent's Report on the Conclusion from Informal Meeting with Darlene Razzaq

CC: Darlene Razzaq, Teacher, Baker Middle School
Angel Morton, President, Tacoma Education Association
Personnel File

On Monday, June 2, 2025, I met with provisional certificated staff member Darlene Razzaq who requested an informal meeting pursuant to RCW 28A.405.220. Also attending the meeting were Renee Trueblood, Assistant Superintendent of Human Resources, and Angel Morton, TEA President. Ms. Razzaq was notified on May 14, 2025, that her provisional employment contract would not be renewed for the 2025-2026 school year based upon budget shortfall and program changes.

At this meeting, Ms. Razzaq was provided an opportunity to refute any facts upon which my determination to non-renew was based and to make any argument in support of her request for reconsideration. Ms. Razzaq highlighted her dedication to Tacoma Public Schools as well as the fact that she is a proud product of Tacoma Public Schools and a graduate of Silas High School (Wilson).

Regardless of any individual circumstances, the District must prioritize at this time the placement of non-provisional contracted teachers into certificated positions due to displacements of more senior staff. The District has carefully considered the placement of staff for next year based upon seniority, qualifications, endorsements and program needs. Because the District needs to reduce the number of certificated staff, it is with regret that I must recommend that the Board uphold my decision to non-renew Ms. Razzaq. The District will prioritize rehiring non-renewed, fully certificated provisional staff before any external applicants are considered. When making rehire decisions for an open position, the Human Resources Department will carefully evaluate the grade level and content needs of that school, and will also take into consideration the endorsement, certification, and seniority of each impacted staff member.

This memo shall serve as my written report recommending that Darlene Razzaq should have her employment contract nonrenewed under RCW 28A.405.220. Ms. Razzaq, along with other provisional staff who are being nonrenewed, will be listed on the personnel report at the next scheduled board meeting, June 12, 2025. In acting upon this recommendation, you should consider any written communication which may be filed with the secretary of the board at any time prior to that meeting.

enc. RCW 28A.405.220

DATE: May 28, 2025

TO: Tacoma School District Board of Directors

FROM: Joshua J. Garcia, Superintendent

RE: Superintendent's Report on the Conclusion from Informal Meeting with Dr. Christyn Ryan

CC: Dr. Christyn Ryan christynpnw@yahoo.com
Angel Morton, President, Tacoma Education Association
Personnel File

On Thursday, May 22, 2025, I met with provisional certificated staff member Dr. Christyn Ryan who requested an informal meeting pursuant to RCW 28A.405.220. Also attending the meeting were Renee Trueblood, Assistant Superintendent of Human Resources and Angel Morton, TEA President. Dr. Ryan was notified on May 14, 2025, that her provisional employment contract would not be renewed for the 2025-2026 school year based upon budget shortfall and program changes.

At this meeting, Dr. Ryan was provided an opportunity to refute any facts upon which my determination to non-renew was based and to make any argument in support of her request for reconsideration. Dr. Ryan raised some concerns about her current leave status and her ability to return to work this year. Ms. Trueblood confirmed that while at one point, Dr. Ryan requested to return from leave, she subsequently confirmed in email that she decided to remain on leave for the remainder of the school year.

Regardless of any individual circumstances, the District must prioritize at this time the placement of non-provisional contracted teachers into certificated positions due to displacements of more senior staff. The District has carefully considered the placement of staff for next year based upon seniority, qualifications, endorsements and program needs. Because the District needs to reduce the number of certificated staff, it is with regret that I must recommend that the Board uphold my decision to non-renew Dr. Ryan. The District will prioritize rehiring non-renewed, fully certificated provisional staff before any external applicants are considered. When making rehire decisions for an open position, the Human Resources Department will carefully evaluate the grade level and content needs of that school, and will also take into consideration the endorsement, certification, and seniority of each impacted staff member.

This memo shall serve as my written report recommending that Dr. Ryan should have her employment contract nonrenewed under RCW 28A.405.220. Dr. Ryan, along with other provisional staff who are being nonrenewed, will be listed on the personnel report at the next scheduled board meeting, June 12, 2025. In acting upon this recommendation, you should consider any written communication which may be filed with the secretary of the board at any time prior to that meeting.

enc. RCW 28A.405.220

DATE: June 2, 2025

TO: Tacoma School District Board of Directors

FROM: Joshua J. Garcia, Superintendent

RE: Superintendent's Report on the Conclusion from Informal Meeting with Julia Smit

CC: Julia Smit, Teacher, Lowell Elementary
Angel Morton, President, Tacoma Education Association
Personnel File

On Wednesday, May 28, 2025, I met with provisional certificated staff member Julia Smit who requested an informal meeting pursuant to RCW 28A.405.220. Also attending the meeting were Dr. Forrest Griek, Director of Labor Relations & Whole Educator Support, and Angel Morton, TEA President. Ms. Smit was notified on May 14, 2025, that her provisional employment contract would not be renewed for the 2025-2026 school year based upon budget shortfall and program changes.

At this meeting, Ms. Smit was provided an opportunity to refute any facts upon which my determination to non-renew was based and to make any argument in support of her request for reconsideration. Ms. Smit highlighted her extensive out-of-state teaching experience and her distinguished evaluations from Principal Josh Benedict at Lowell Elementary.

Regardless of any individual circumstances, the District must prioritize at this time the placement of non-provisional contracted teachers into certificated positions due to displacements of more senior staff. The District has carefully considered the placement of staff for next year based upon seniority, qualifications, endorsements and program needs. Because the District needs to reduce the number of certificated staff, it is with regret that I must recommend that the Board uphold my decision to non-renew Ms. Smit. The District will prioritize rehiring non-renewed, fully certificated provisional staff before any external applicants are considered. When making rehire decisions for an open position, the Human Resources Department will carefully evaluate the grade level and content needs of that school, and will also take into consideration the endorsement, certification, and seniority of each impacted staff member.

This memo shall serve as my written report recommending that Ms. Smit should have her employment contract nonrenewed under RCW 28A.405.220. Ms. Smit, along with other provisional staff who are being nonrenewed, will be listed on the personnel report at the next scheduled board meeting, June 12, 2025. In acting upon this recommendation, you should consider any written communication which may be filed with the secretary of the board at any time prior to that meeting.

enc. RCW 28A.405.220