



Pullman School District

Minutes

Regular Board Meeting

Date and Time

Wednesday April 29, 2026 at 6:30 PM

Location

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

Directors Present

Arron Carter, Craig Nelson, Deena Bayoumi, Lisa Waananen Jones, Stephanie Horn

Directors Absent

None

Guests Present

Bob Maxwell, Courtney Hodge, Diane Hodge, Juston Pollestad, Ryan Mulvey

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Arron Carter called a meeting of the board of directors of Pullman School District to order on Wednesday Apr 29, 2026 at 6:30 PM.

Arron Carter

Signed by Arron Carter on 5/14/2026

C. Flag Salute

D. Land Acknowledgement Statement

E. Approval of Agenda

- Consent Agenda:
 - Personnel Report: Admin and ESP Salary schedule updated.

Lisa Waananen Jones made a motion to approve the agenda.

Stephanie Horn 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 and upcoming ASB activities, including:

- A revised ASB Constitution will be presented to the Board for review, along with a brief overview of the major revisions.
- Executive ASB elections for the 2026–27 school year have been completed, and election results were shared with the Board.
- Juniors are currently planning for Prom, scheduled for May 30. Ticket sales will begin soon, and local restaurants are partnering with PHS to offer prom-themed menus.
- Class officer elections will begin soon.

B. Board Reports

- Stephanie Horn: Shared a prepared statement with the community (see below):

"I only ever wanted to be two things in life: a teacher and a mom. I have been very fortunate to do both. I have always worked hard to do my best, strive to follow the rules, and do what is right. I chose to run for the school board because I wanted to be a voice for the taxpayers and constituents of Pullman. I believe in open lines of communication, and I genuinely enjoy talking with people, listening to concerns, and hearing different perspectives.

It has been four months since I was sworn in as a board director. In that time, I have learned there is a great deal to understand—and there always will be. I believed then, and still believe now, that we should work together and support one another in doing what is best for the students and families in our district. When I say “we,” I mean not only board members, but everyone who takes the time to engage with us, including district staff and

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community members. We cannot work together without communication. At nearly every board meeting, I have shared that I want to communicate with as many people as possible so I can better understand what the community wants for our schools. That will always be important to me, so please continue to reach out to me and to any board member so we know how best to serve you.

The level of criticism we have received from a group of individuals has been disappointing. This is particularly unexpected when the critical comments come from individuals I have worked with in the past. Much of this scrutiny has been focused on finding fault in my conduct, whether real or perceived. I realize that I cannot please everyone, and some of my decisions will make people unhappy. But, through communication, I believe we can come to an understanding so we can continue the work we are tasked to do.

For several years, many people have felt that the district has been disjointed. The positive environment felt by staff at the district office and in one of our elementary schools should be felt throughout the entire district. This is something I spoke about publicly at a board meeting in 2018, and it is something many staff members and families still ask for today: better communication and transparency, which leads to stronger collaboration.

As a board, we are working to move forward—strengthening relationships among the five board members, as well as improving the relationship between the board and the superintendent, so that we can address the areas of opportunity in our district with fidelity and unity.

We have a great school district. At the same time, there will always be opportunities to improve and grow. The only way to do that is through communication, collaboration, teamwork, and unity. Every building, every staff member, every family, and every student should feel supported, valued, and heard.

There is nothing we cannot achieve when we communicate openly and listen respectfully."

- Deena Bayoumi: No report. Preparations are underway for 5th grade camp.
- Craig Nelson: Shared highlights from the recent Sustainability Committee meeting, including updates on the district's solar project, which is expected to generate funding support for low-income families; the ongoing composting program at Pullman High School; and continued efforts to maximize facility use in ways that create additional opportunities for students.
- Lisa Waananen Jones: Highlighted several recent and upcoming events across the district, including Multicultural Night and the Spring Family Fair. Reported that the City of Pullman is hosting a public forum regarding 2026–27 bus service, noting

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that proposed Pullman Transit routes may impact families within the district and encouraging community members to participate and provide feedback.

- Arron Carter: Provided an update from the recent Finance Committee meeting, noting that updates to district salary schedules were discussed, along with ongoing planning efforts for the upcoming budget cycle with the goal of maintaining a balanced budget. Highlighted the many events and activities taking place across the district. Appreciation was expressed to everyone who participated in the Spring Family Fair, including district staff and the many community partners who helped support the event. Noted that valuable feedback was received during the recent community listening session. Additionally, Board Director Carter acknowledged feedback regarding inconsistencies in calling for discussion during meetings and shared a commitment to becoming more familiar with Robert's Rules of Order and working toward greater consistency in meeting procedures.

C. Superintendent's Report

No report.

D. Program Reports

Kamiak Elementary Showcase

Presenter: Cheyenne Webber, Kamiak Elementary Principal

The Board received a presentation from the Kamiak Elementary fourth grade team highlighting students' participation in Washington State University's inaugural Arts Immersion Day. The experience connected directly to students' social studies learning about Indigenous peoples of Washington State while also incorporating ArtSTEM concepts and exposure to career and technical education (CTE) pathways. Appreciation was shared for the partnership with Washington State University and for the work of staff in coordinating and scheduling the opportunity for students.

During Board discussion, Board Director Bayoumi asked how the opportunity originated and how it was coordinated. Principal Webber explained that Washington State University reached out to the district over the summer regarding the program opportunity. At the time, there was not an established fourth grade field trip experience, and the Arts Immersion Day aligned well with the instructional goals of the fourth grade team.

Report: Sustainability Committee

Presenter: Bob Maxwell, Superintendent & Juston Pollestad, Executive Director of Operations

The Board received an update on the work of the Sustainability Committee, including efforts to expand environmental stewardship and improve cost-efficiency across the district. Highlights included exploration of a TerraCycle recycling partnership, progress on a grant-funded community solar project expected to support low-income students and

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families, and continued prairie restoration and pollinator projects in partnership with Washington State University and Phoenix Conservancy.

The Board also discussed rising utility costs, projected Avista rate increases, and state energy efficiency requirements for school facilities, including ongoing planning efforts to improve sustainability and manage long-term operational costs.

Spring Family Fair Follow-Up

Presenter: Bob Maxwell, Superintendent

Dr. Maxwell shared that the Spring Family Fair provided a valuable opportunity for informal connection and conversation between Board members and the community in a welcoming, family-friendly environment. Appreciation was extended to the many organizations and community partners who participated and helped showcase the wide range of programs and services available to support students and families. Dr. Maxwell also noted that the district may consider hosting a similar event in the fall in future years due to the busy spring schedule.

E. A Community of Belonging - Update

The PHS AAPI Club shared a video highlighting various photos and videos from the recent Multicultural Night.

III. Public Comment

A. Speaker(s)

No speakers.

IV. Consent Agenda

A. Minutes - April 15, 2026 Regular Board Meeting

Craig Nelson made a motion to approve the minutes as part of the consent agenda from Regular Board Meeting on 04-15-26.

Deena Bayoumi seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Minutes - April 22, 2026 Board Listening Session

Craig Nelson made a motion to approve the minutes as part of the consent agenda from Board Community Listening Session on 04-22-26.

Deena Bayoumi seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Personnel Report

D.

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Professional/Personal Services Contracts

E. Warrants

The following vouchers as audited and certified by the auditing officer, as required by RCW 42.24.080, and those expense reimbursement claims certified, as required by RCW 42.24.090, are approved for payment. In addition, payroll warrants in the amount of \$3,097,741.55 are also approved.

Fund: Capital Projects

Voucher numbers 26737763 through 26737763 totaling \$2,680.00

Fund: ASB

Voucher numbers 26737724 through 26737730 totaling \$2,468.56

Voucher numbers 202500056 through 202500059 totaling \$249.99

Fund: General

Voucher numbers 26737766 through 26737809 totaling \$315,708.83

Voucher numbers 26737764 through 26737765 totaling \$343.36

Voucher numbers 252600169 through 252600170 totaling \$674.13

Voucher numbers 252600167 through 252600168 totaling \$166.39

Voucher numbers 202500056 through 202500059 totaling \$664.02

Payroll warrant numbers 26737731 through 26737762 totaling \$3,097,741.55

F. Student Transfer Requests

G. Overnight Field Trip Requests

H. Consent Agenda Approval

Board Director Bayoumi requested to remove the Personnel Report (Item C) from the Consent Agenda.

Craig Nelson made a motion to approve the consent agenda with removal of Item C: Personnel Report.

Deena Bayoumi seconded the motion.

The board **VOTED** unanimously to approve the motion.

The Personnel Report was removed from the consent agenda for further discussion. Board discussion focused primarily on the updated salary schedules included in the report, with questions raised regarding comparisons to prior years, the impact on the district budget, and the rationale for adjustments to administrator compensation schedules.

District staff and Board leadership clarified that many of the schedule updates reflected negotiated collective bargaining agreements previously approved by the Board and reviewed through the Finance Committee process. Additional discussion centered on

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administrator compensation, including recruitment and retention challenges, alignment with comparable districts, step placement and progression, and adjustments to administrator contract days and leave structures. Staff shared that the proposed schedules had been incorporated into budget planning efforts with the goal of maintaining a balanced budget.

Board members also discussed the timing of approval and the potential operational impacts of delaying action, including implications for hiring and personnel processes. During discussion, a request was made to allow additional time for review and questions regarding the salary schedules and related financial information before taking action. Arron Carter made a motion to recess the meeting for 10 minutes to review procedural guidance related to potential motions and the allowance of dividing the item into separate sections for consideration.

Deena Bayoumi seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

| | |
|---------------------|-----|
| Stephanie Horn | Aye |
| Deena Bayoumi | Aye |
| Lisa Waananen Jones | No |
| Arron Carter | Aye |
| Craig Nelson | Aye |

I. Recess – The Board recessed at 7:42pm for approximately 10 minutes.

J. Reconvene – The Board reconvened at 7:52.

Upon reconvening, Board Director Carter noted that a motion would be needed to divide the question into separate items for consideration, with each of the eight items to be discussed and voted on individually if the motion were approved.

Lisa Waananen Jones made a motion to approve the personnel report.

The motion did not carry.

Craig Nelson made a motion to divide the question for the personnel report.

Stephanie Horn seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

| | |
|---------------------|---------|
| Stephanie Horn | Aye |
| Craig Nelson | Aye |
| Lisa Waananen Jones | Abstain |
| Arron Carter | No |
| Deena Bayoumi | Aye |

Deena Bayoumi made a motion to approve the classified and certified personnel recommendations.

Craig Nelson seconded the motion.

The board **VOTED** unanimously to approve the motion.

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Craig Nelson made a motion to approve the supplemental/stipend payments.

Stephanie Horn seconded the motion.

The board **VOTED** unanimously to approve the motion.

Craig Nelson made a motion to postpone the voting on the salary wage schedules for the 2026-2027 school year until the May 13th board meeting.

Stephanie Horn seconded the motion.

Following the motion to postpone action on the salary/wage schedules until the next Board meeting, Board members engaged in discussion regarding the purpose and implications of postponement.

Questions were raised about what additional information the Board intended to gather during the postponement period and how the decision would be communicated to stakeholders who may be seeking immediate clarity. Board members noted that additional time would allow for further review and understanding of the salary schedules, which had been included in full in the Board packet and previously discussed through the Finance Committee process.

Board members also discussed expectations for preparation and the timing of questions related to agenda items, with differing perspectives expressed regarding whether additional clarification should occur prior to or during Board meetings. The discussion centered on the Board's responsibility to ensure due diligence while also balancing timely action on personnel and budget-related matters.

It was clarified that the only matter under consideration at that time was the motion to postpone.

The board **VOTED** unanimously to approve the motion.

V. Action Items

A. 2026-2027 Lincoln Middle School/Pullman High School Athletics & Activities Handbook

Presenter: Bob Maxwell, Superintendent

There have been no questions since this item was last presented.

Craig Nelson made a motion to approve the 2026-2027 Lincoln Middle School/Pullman High School Athletics & Activities Handbook, as presented.

Lisa Waananen Jones seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. 2026-2027 Pullman Public Schools Student and Family Handbook

Presenter: Bob Maxwell, Superintendent

There have been no questions since this item was last presented.

Arron Carter

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Stephanie Horn made a motion to approve the 2026-2027 Pullman Public Schools Family & Student Handbook, as presented.

Craig Nelson seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. 2026 Summer Athletic and Activities Programs

Presenter: Juston Pollestad, Executive Director of Operations

There have been no questions since this item was last presented.

Stephanie Horn made a motion to approve the 2026 summer activities as presented.

Craig Nelson seconded the motion.

The board **VOTED** unanimously to approve the motion.

VI. Discussion Items

A. 5404 Family, Medical, and Maternity Leave

Presenter: Bob Maxwell, Superintendent

Policy 5404 Family, Medical and Maternity Leave has been revised by WSSDA and was highlighted in the March Policy and Legal News. The policy has been revised to reduce the need for frequent updates when leave laws change, which creates a more enduring policy. Rather than paraphrasing or summarizing statutory or regulatory language, this policy now references the relevant laws and clarify that districts will follow them.

B. Emergency Closure Waiver Request - December 17 and 18, 2025

Presenter: Bob Maxwell, Superintendent

On December 16, 2025 a severe windstorm in Eastern Washington caused widespread power outages and hazardous roadway conditions, disrupting essential services including electricity and transportation, As a result, we could not operate our schools on December 17, 2025 and one school on December 18, 2025. Due to this unforeseen temporary school closure, Pullman School District is requesting to submit an Emergency School Closure Waiver from the 180-day school year requirement to OSPI. This waiver is presented for the board to review and to request support for the submission of this waiver to OSPI. Noted this waiver is only for students, staff still need to fulfill their 180-day contracts.

This item approves the district to submit the waiver.

LWJ: Benefit to moving this to action.

BM: Yes, many districts are beginning to submit and would get a response back from OSPI sooner rather than later.

Lisa Waananen Jones made a motion to change the Emergency Closure Waiver Request to action item.

Arron Carter

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Craig Nelson seconded the motion.

The board **VOTED** unanimously to approve the motion.

Deena Bayoumi made a motion to approve the submission of an Emergency Closure Waiver to OSPI for the unanticipated closure on Wednesday, December 17, 2025 all schools and on Thursday, December 18, 2025 for one school.

Craig Nelson seconded the motion.

The board **VOTED** unanimously to approve the motion.

C. Diversity, Equity, Inclusion & Belonging (DEIB) Task Force Appointments

Presenter: Board of Directors

The Board of Directors discussed the appointment of members to fill open positions on the District's Diversity, Equity, Inclusion, and Belonging (DEIB) Task Force. There were three vacancies, and a call for applications was issued, resulting in three applications received, all for the open community representative position focused on disability representation.

It was noted that Board member rankings of candidates were not yet fully submitted, and there was no consensus candidate to bring forward for action at this time. The item will return as an action item at a future Board meeting once all rankings have been received and reviewed.

D. Pullman School Board-City Council Joint Meeting Follow-Up

Presenter: Board of Directors

The Board engaged in a follow-up discussion regarding the April 1, 2026 joint meeting with the Pullman City Council. Key themes from the meeting were reviewed to identify priorities for ongoing collaboration, with appreciation noted for the participation of student ambassadors.

The Board discussed opportunities to align community engagement efforts, including supporting and cross-promoting existing events, expanding youth-centered programming, and exploring partnerships with local organizations and higher education institutions. Additional discussion focused on potential collaboration related to facility use and after-school programming, while emphasizing the importance of sustainability and staff capacity.

The Board identified initial priorities for continued collaboration, including maintaining regular communication between Board and City leadership, supporting shared community engagement efforts, exploring youth programming opportunities, identifying low-barrier shared facility use, and continuing long-term planning discussions related to facilities and community needs.

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Board members also discussed next steps for engagement, including informal and ongoing communication with City partners and identifying manageable, achievable areas of collaboration to begin implementation.

VII. Informational Items

A. Administrative Requirements Update

B. Current Enrollment

For 2025-2026 School Year

Budgeted FTE: 2540

Current FTE: 2599.85

Current Year Average FTE: 2627.52

C. Procedures

- 5401P Sick Leave

D. Expense Claim Audit - Community Update Board Schedule

E. Board Calendar

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

VIII. Executive Session

A. Executive Session

A. Carter announced there will be an Executive Session to discuss the evaluation of public employees that will end at 9:10pm. No action will be taken.

The board meeting reconvened into an open session at 9:10pm, and the chair announced that the executive session end time would be extended 10 minutes before returning to executive session.

The board meeting reconvened into an open session at 9:20pm, and the chair announced that the executive session end time would be extended 10 minutes before returning to executive session.

IX. 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 9:30 PM.

Arron Carter

Signed by Arron Carter on 5/14/2026

Respectfully Submitted,
Arron Carter

Documents used during the meeting

- 2026_04_15_board_meeting_minutes.pdf
- 2026_04_22_board_meeting_minutes.pdf
- Board Report - 4.29.2026 Personnel.pdf
- Admin Salary Schedule 2026-2027.pdf
- Certificated Salary Schedule 2026-2027.pdf
- Custodian Wage Schedule 2026-2027.pdf
- ESP 2026-2027.pdf
- Exempt Supv Salary Schedule 2026-2027.pdf
- Paraeducator Wage Schedule 2026-2027.pdf
- Unrepresented Classified Employee Wage Schedule 2026-2027.pdf
- Board Report - Contracts 4.29.2026.pdf
- CK Summaries 4.29.26.pdf
- Payroll Warrant Authorization Form_April 2026.pdf
- 2026 04.29 Regular Board Meeting - Student Transfer Requests.pdf
- Overnight Field Trip - PHS Boys Golf_MAY 2026.pdf
- Overnight Field Trip - PHS Boys Soccer_MAY 2026.pdf
- Overnight Field Trip - PHS Girls Golf_MAY 2026.pdf
- Overnight Field Trip - PHS Tennis_MAY 2026.pdf
- Overnight Field Trip- PHS Track-Field_MAY 2026.pdf
- Overnight Field Trip - PHS Softball_MAY 2026.pdf
- Overnight Field Trip- PHS Baseball_MAY 2026.pdf
- ES 2026-2027 LMS-PHS Athletics and Activities Handbook Updated 4.15.26.pdf
- 2026-27 LMS-PHS Athletics and Activities Handbook.pdf
- ES 2026-2027 Family and Student Handbook 4.15.26.pdf
- 2026-2027 Family Handbook 04.08.2026.pdf
- 2026-2027 PSD Family and Student Handbook.pdf
- ES 2026 Summer Athletic and Activities Program 4.15.26.pdf
- Summer Programs and Risk Analysis_2026.pdf
- ES 5404 Family Medical and Maternity Leave 4.29.26.pdf
- 5404 Family Medical and Maternity Leave 4.29.26.pdf

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- ES Emergency Closure Waiver Request_December 2025.pdf
- Emergency School Closure Waiver Request_DEC 2025.pdf
- ES DEIB Task Force Appointment 4.29.26.pdf
- ES Pullman School Board-City Council Joint Meeting Follow-Up 4.29.26.pdf
- SpecialMeetingNotes04012026.pdf
- April Administrative Requirements Update.pdf
- 5401P Sick Leave 4.29.26.pdf
- Expense Claim Audit Comm Update Schedule.pdf
- 2025-2026 Board Meeting Content Calendar REV 6.9.25.pdf
- 2025-26 Strategic Plan Goals_Priorities_Success Indicators.pdf

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