

BOARD OF DIRECTORS

August 31, 2020





Kelso School District No. 458
601 Crawford St. Kelso WA, 98626
August 31, 2020 @ Zoom Meeting
5:00 p.m. Special Board Meeting

CALL TO ORDER OF REGULAR MEETING

FLAG SALUTE

COMMENTS/QUESTIONS

APPROVAL OF AGENDA

NEW BUSINESS

- | | |
|--|----------------|
| A. Roadmap to Reopening Update | Mary Beth Tack |
| B. Classified Reduction for 2020/21 School Year | Holly Budge |
| C. Resolution 2020/21-02 Temporary Reduction in Educational Support Program (Action) | |
| | Mary Beth Tack |

ADJOURN



Kelso School District Board of Directors

Leah Moore.....Term Expires: November 2021
Karen Grafton, Vice President.....Term Expires: November 2021
Jeane ConradTerm Expires: November 2023
Mike Haas, PresidentTerm Expires: November 2023
Ron Huntington.....Term Expires: November 2023

Kelso School District Board of Directors Committee Assignments

December, 2019

Position 1 Director – Leah Moore

- Legislative Representative
- Facilities/Construction

Position 2 Vice President - Karen Grafton

- ELL Advisory
- Calendar
- Kelso Public Schools Foundation

Position 3 Director - Jeane Conrad

- Student Rights & Responsibilities
- Highly Capable
- Budget

Position 4 President - Mike Haas

- Technology
- Social & Emotional Learning/Whole Child
- Budget
- Boundary Review

Position 5 Director - Ron Huntington

- CTE
- WIAA
- Council on Learning

2020/2021 School Board Calendar

SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
September 14 5:00 Work Session 6:00 Regular Board Meeting	October 12 5:00 Work Session (SEL & Equity) 6:00 Regular Board Meeting	November 9 5:00 Work Session 6:00 Regular Board Meeting	December 14 5:00 Work Session (Wallace Celebration) 6:00 Regular Board Meeting
September 28 5:00 Work Session (Strategic Plan) 6:00 Regular Board Meeting	October 26 5:00 Work Session (Dual Credit) 6:00 Regular Board Meeting	November 23 5:00 Work Session (School Improvement Plan) 6:00 Regular Board Meeting	
JANUARY	FEBRUARY	MARCH	APRIL
January 11 5:00 Work Session (Math) 6:00 Regular Board Meeting	February 8 5:00 Work Session (ELA) 6:00 Regular Board Meeting	March 8 5:00 Work Session (EL & HiCap) 6:00 Regular Board Meeting	April 19 5:00 Work Session (Special Programs) 6:00 Regular Board Meeting
January 25 5:00 Work Session (Budget Workshop) 6:00 Regular Board Meeting	February 22 5:00 Work Session (AVID) 6:00 Regular Board Meeting	March 22 5:00 Work Session (Science) 6:00 Regular Board Meeting	
MAY	JUNE	JULY	AUGUST
May 3 6:00 Regular Board Meeting	June 7 5:00 Special Meeting (Graduation Appeals for walking in graduation)	July 12 5:00 Regular Board Meeting	August 16 4:00 Work Session (Budget) 5:00 Regular Board Meeting
May 17 6:00 Regular Board Meeting	June 21 5:00 Regular Board Meeting		



Road to **STUDENT SUCCESS**

Our Goals



SCHOOL CLIMATE

A school climate that emphasizes student safety, a healthy lifestyle, and respect for other students and faculty.



EARLY LEARNING

Every Kelso student will meet or exceed standard by the end of third grade in English/language arts and mathematics.



QUALITY INSTRUCTION

Every Kelso student will experience high-quality standards-based instruction that fosters critical thinking and high levels of academic achievement.



CAREER, COLLEGE & COMMUNITY READY

Every Kelso student will transition successfully between grades and schools and will graduate with the knowledge, skills and attitude to excel in post-high school opportunities. To that end, we will actively engage and partner with parents, families, and our community.

Mission

The mission of Kelso Public Schools is to prepare every student for living, learning and achieving success as a citizen of our changing world.

Vision

Our students begin school ready to learn, transition confidently between grades and schools, and emerge from our district as engaged citizens, both career- and college-ready.

Principles

District communication that is open, effective, and collaborative. Financial stewardship that assures the responsive and productive management of district resources.





QUALITY INSTRUCTION

Student achievement in mathematics and English language arts will increase annually and the achievement gap between English learners, students with learning disabilities and students in poverty—in comparison with other students—will decrease annually.

★ 2019-20 PRIORITY:

English Language Arts standards and materials implementation

Mathematics standards and adoption

CAREER, COLLEGE & COMMUNITY READY

Increase the four-year high school graduation rate by at least one percent per year for the next five years.



100% GRADUATING



EARLY LEARNING

The percentage of all third grade students meeting or exceeding the grade level English language arts benchmark will increase annually, regardless of student subgroup.



SCHOOL CLIMATE

Improvements will be achieved to the learning environment in two specific areas: 1) safety and security of our students and staff, and 2) student behavior.

★ 2019-20 PRIORITY:

Whole Child/Social Emotional Learning (SEL) systems implementation

How We Get There





Roadmap

CAREER, COLLEGE, COMMUNITY READY

If students are able to transition successfully between grades and schools and graduate with the skills necessary to excel in post-secondary opportunities, their ability to realize their personal goals and to be fulfilled, productive citizens will be enhanced.

Goals

IMPLEMENTATION MEASURES

IMPACT MEASURES

Implement a comprehensive High School and Beyond Plan to ensure students are career and college ready

100% of students **develop** individualized High School and Beyond Plans (HSBP) that include career awareness and exploration

100% of students grades 7 – 12 annually **implement** research of post-secondary options and refine their individualized HSBP

100% of students use the HSBP to **ensure** they are on track for graduation and post-secondary bound

100% of 9th grade students are on track for on-time graduation

Increase student participation and scores on college entrance tests (ACT, PSAT, SAT, and ASVAB)

100% of seniors have a HSBP outlining at least one of these: college acceptance, military, trade/technical training, industry certification/apprenticeship

100% of middle school students complete applications for College Bound Scholarships

100% of high school students complete the FAFSA application

Increase percentage of graduating students who persist two or more years in college and acquire a college, post-secondary degree or industry certification

Increase percentage of students enrolled in academically rigorous course work as measured by the Academic Rigor Index

Increase in high school graduation rates and decrease in dropout rates

Develop and refine vertical alignment systems to support students successfully navigating the critical transitions in their schools (Pre-K to K, Grade 5 to Grade 6, Grade 8 to Grade 9, and graduation to post-secondary experiences)

Develop transition meetings with Early Learning agencies for successful transitions for kindergarten readiness

Implement dedicated transition days at the start of each school year for incoming kindergarten, 6th grade and 9th grade students

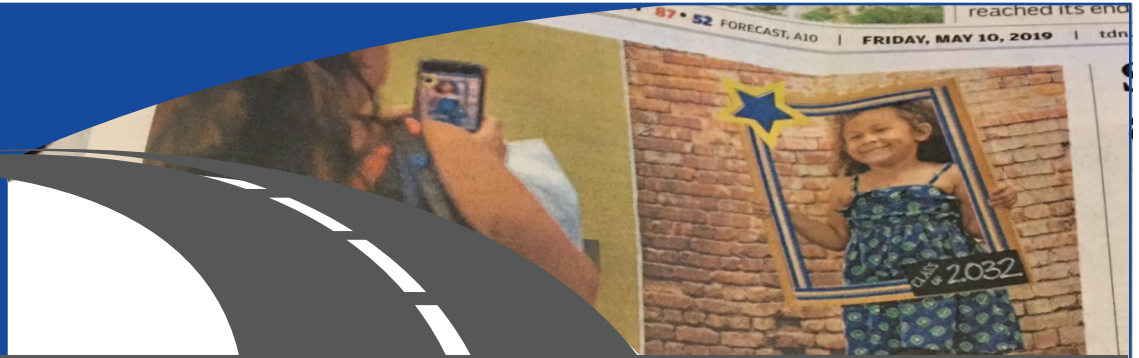
Ensure 100% of students participate in Senior Exit Interviews, which provide connections to community leaders and communicate next steps for diverse post-secondary plans



Roadmap QUALITY INSTRUCTION

If all teachers and support staff incorporate a growth mindset grounded in the instructional framework to implement powerful, relevant standards-based instruction responsive to individual learning and social-emotional needs, then all Kelso students will have the desire to learn at high levels with academic and social-emotional supports to graduate career- and college-ready.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Develop a system in the importance of attracting, developing, and retaining talented and committed staff in every part of our school system	<p>Develop partnerships with local universities and community agencies to hire high-quality staff</p> <p>Establish clear standards of professional practice and accountability</p> <p>Provide opportunities for differentiated and continuous professional development for teachers, leaders, and staff</p>	<p>100% of classified and certificated staff meets certification requirements</p> <p>100% of staff consistently exhibits standards of professional practice</p> <p>100% of staff engages with professional development for continuous growth</p>
Implement standards-aligned teaching and learning based on equitable practices	<p>Ensure that all students have access to rigorous, standards-based curriculum</p> <p>Provide professional development to ensure instructional strategies are differentiated to meet the learning needs of each student</p>	<p>100% of students enroll in academic rigorous course work as measured by Academic Rigor Index</p> <p>100% of students experience differentiated instruction in their classrooms</p>
Implement data-informed continuous improvement processes at every level	<p>Use frequent and timely assessments to adjust teaching, learning, and leadership</p> <p>Develop a district-wide continuum of supports to address the academic needs of all students</p> <p>Promote continuous improvement throughout our school system with Professional Learning Community (PLC) teams</p>	<p>100% of students participate in district and state assessments</p> <p>100% of staff uses formative assessment for student learning and provides instruction responsive to students' needs</p> <p>100% of students have access to rigorous coursework and highly skilled teachers</p> <p>100% of staff advocates for fair and equitable practices for all students</p>



Roadmap COMMUNICATION

If the district develops and maintains positive, collaborative relationships with all stakeholders, support for Kelso School District will be strengthened and lead to increased support for district initiatives and education programs.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Utilize a variety of media to maximize awareness and support of the district's mission, vision, goals, and programs	<p>Maintain and update information on district media, including district websites and printed materials</p> <p>Maintain proactive media relations practices</p> <p>Utilize social media channels to provide timely and relevant information</p>	<p>Targeted audiences have access to timely and relevant communication</p> <p>Positive news stories appear in the media monthly</p> <p>Levies and bonds pass</p>
Establish an effective employee communication plan to improve internal communication and employee engagement	<p>Continue communicating via:</p> <ul style="list-style-type: none"> • <i>Hilander Highlights</i> for all staff and community • <i>Inside Connections</i> for all staff • Timely and relevant key communications from district departments 	<p>All staff know district mission, vision, goals, and progress</p> <p>Staff feels valued, connected and honored</p>
Achieve coordinated communication, both internally and externally, regarding the district's goals, foundational principles, and safety issues/crisis management	<p>Establish key communicator network and facilitate connections among: city officials, first responders, and the school district</p> <p>Maintain high level of visibility through participation in professional and community events</p> <p>Build and maintain partnerships with local business and community leaders</p>	<p>Aligned messages among key communicators in the community, particularly in regard to crisis management</p> <p>Increased community partnerships</p> <p>Increased staff and student connections with community stakeholders and local businesses</p>



Roadmap EARLY LEARNING

If all students entering Kelso School District have access to high quality early learning experiences, then their ability to meet or exceed standards by the end of third grade in English language arts and mathematics is greatly enhanced.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Develop and implement a comprehensive birth to pre-kindergarten plan which strengthens school readiness	<p>Coordinate with Early Childhood Education and Assistance Program (ECEAP) and Head Start to increase the number of eligible Kelso families accessing local educational programs</p> <p>Coordinate with local early learning providers on a quarterly basis to align instructional materials</p> <p>Partner with local early learning programs on a quarterly basis to provide professional development and best practices in behavior, literacy, and math</p>	<p>Increase percentage of Kelso families accessing ECEAP and Head Start as measured by Department of Child, Youth, and Families (DCYF) Saturation Study</p> <p>100% of local early learning providers implement instructional materials aligned to early learning standards</p> <p>Increase percentage of Kelso early learning staff that participate yearly in the Annual Early Learning Conference</p>
Develop and implement a comprehensive plan which improves school readiness and strengthens the transition to kindergarten	<p>Coordinate with ECEAP and Head Start to identify students who need additional summer transition support</p> <p>Develop and implement Transitional Kindergarten for children that do not qualify for ECEAP and Head Start</p> <p>Develop and implement a JumpStart to kindergarten for students who need additional supports for kindergarten readiness</p>	<p>Transitions plans are developed for 100% of identified students</p> <p>Promise Kindergarten is developed and implemented to support at least thirty students and families not currently accessing preschool</p> <p>JumpStart is developed and implemented in 100% of our elementary schools</p>
Increase the percentage of kindergarten – 3rd grade students who meet or exceed grade-level standards	<p>Curriculum: staff designs rigorous standards-based lessons utilizing current district adopted core materials</p> <p>Instruction: staff remains current in best instructional practices and implement within the classroom on a daily basis with the instructional framework as a foundation</p> <p>Assessment: staff utilizes and develops action plans to improve student growth based on relevant formative assessment</p>	<p>100% of staff teach grade-level standards utilizing approved district materials</p> <p>100% of staff uses observable early learning best practices on a daily basis</p> <p>100% of staff uses quality formative assessment to drive instruction</p>



Roadmap CLIMATE

If Kelso School District is committed to developing a caring school community focused on creating a positive school climate and culture that promotes the long-term development and success of all children, then atmosphere and tone of the school will positively impact the relationships, curricular connections, and ultimately the success of the whole child.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Improve school climate and safety	<p>Develop and implement a comprehensive Multi-Tiered System of Support (MTSS) model in all Kelso schools</p> <p>Develop and implement a Positive Behavior and Intervention System (PBIS) in each school</p> <p>Implement Social and Emotional Learning (SEL) in our schools so children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions</p> <p>Deliver high-quality training and other implementation supports, including initial training and ongoing support to school staff</p>	<p>100% of elementary classrooms embed SEL standards into daily instruction</p> <p>90% of students will access classroom instructional time which directly relates to an increase in student learning as measured by state and local assessments</p> <p>Decrease prevailing risk factors for students identified within the Healthy Youth Survey Data and reduce classroom and school exclusions as measured by school suspension rates</p> <p>90% of students will report they learn in an environment that is physically and emotionally safe</p>
Increase student access to, and awareness of, school based counseling and the availability of mental health services	<p>Develop and implement a school-based mental health referral process</p> <p>Increase school-based counseling and mental health services for students</p> <p>Network and link community service providers to increase mental health, physical health, and drug and alcohol services to students and their families</p>	<p>Increase in the number of students accessing and receiving school- and community-based counseling and mental/physical health services</p>
Provide a comprehensive Work Place Wellness Program that promotes healthy lifestyle for staff	<p>Develop and create a KSD wellness team that actively promotes a healthy lifestyle for staff</p> <p>Conduct staff surveys that identify prevailing risk factors in our employee population that will drive healthy staff initiatives</p>	<p>Reduce absenteeism and lost time, promote retention of staff, improve decision making and productivity, improve employee morale, improve disease management and prevention, and promote a healthier workforce</p>



Roadmap FINANCIAL STEWARDSHIP

If the district demonstrates a strong and collaborative budget process, effective resource allocation and operational planning, and solid fiscal controls, then management of district resources will be responsive and productive.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Promote budgetary and fiscal transparency to ensure open communication and community engagement	<p>Use budget calendar, fiscal goals, and budget parameters for annual approval by the Kelso School Board</p> <p>Utilize Budget Advisory Council (BAC) to provide guidance and recommendations on annual budget development</p> <p>Provide continual updates on the district website during budget planning and development</p> <p>Conduct staff and community outreach during the annual budget development process and fiscal decision-making</p> <p>Assess monetary resources (local, state, and federal) and enrollment, to develop budget forecasts and projections</p> <p>Monitor expenditures and explore avenues to achieve efficiency in programs and operations</p>	<p>Board budget workshops, updates, a budget hearing, and formal budget adoption occur in the fiscal year during Kelso School Board meetings</p> <p>Community and staff engagement opportunities held for input and feedback on budget proposals</p> <p>Fiscal and budgetary information shared with staff and community through intra-district communications, website, and outside community resources</p> <p>BAC is comprised of all major district stakeholders, including community, school and district leadership, the Kelso School Board, and all staff bargaining association groups, and provides input to superintendent and Kelso School Board</p>
Allocate district resources effectively to support academic and operational needs	<p>Annual budget approved by Kelso School Board</p> <p>Maintain local levy to fund staff and activities essential to the programming and operations of the district that are not supported by state resources</p> <p>Develop budget priorities to align with the district's mission, vision, and "Road to Student Success" strategic plan</p>	<p>Levies and bonds pass</p> <p>Budget supports academic and operational goals and priorities</p>

Section: **BOARD OF DIRECTORS**

Policy Title: **Audience Participation in Board Meetings**

The Kelso School Board is committed to gaining a full understanding of the issues that come before it. In order to attain a level of understanding that provides making the best decisions, the Board will hear in public Board meetings comments from those attending its meetings. The Board will entertain comments at the beginning of regular meetings and periodically during its meetings. The Board agenda shall provide for the following communications and audience participation:

1. Written communications shall include letters or published materials received by the Superintendent or members of his/her staff, and which he/she deems informative or in need of Board action.
2. Scheduled communications shall include visitors who have previously arranged with the Superintendent to appear before the Board. General comments, either oral or written, will come at the beginning of the regular meeting under the agenda item designated Public Comments. Members of the audience who are Kelso School District residents wishing to address the Board must provide their name, address and affiliation, if any, prior to addressing the board. Speakers may not discuss school district personnel. Not more than three (3) minutes may be allotted to each speaker and no more than ten (10) minutes to the subject under discussion except with the unanimous consent of the Board. Public comments under this agenda item will be limited to thirty (30) minutes.
3. During Unfinished Business and New Business members of the audience may comment on "Action" items listed on the agenda and/or board policies presented for the first or second reading. Questions or comments are to be directed to the Board of Directors as a whole and may not be put to any individual member of the Board or the administrative staff. "Action" items mean the Board expects that a motion would be made and the Board would discuss the merits of the issue before it. After presentations by school staff, district staff or scheduled presenters, and before a motion is heard, the President may call for any oral or written comments from the audience. Members of the audience who are Kelso School District residents who wish to address the Board may only speak to that specific agenda item before the Board and have two (2) minutes to ask clarifying questions, state an opinion, or add information. A total of ten (10) minutes on each agenda item scheduled for action may be used for public comment and/or questions. It is the prerogative of the Board President to recognize people requesting oral comments to the Board.

Policy 1430 Continued

4. It shall not be permissible to orally present or discuss complaints against individual employees of Kelso School District at any Board of Directors meeting. Such charges or complaints shall be presented to the Board of Directors, in writing, and shall be signed by the person or persons making the charge or complaint. Executive session may be granted for a hearing of charges against individuals, whether students or employees.
5. No person less than eighteen (18) years of age may address the Board of Directors in meeting unless accompanied by his/her parent(s)/ guardian(s) or teacher, except with unanimous consent of the Board of Directors.
6. Boisterous conduct shall not be permitted at any meeting of the Board of Directors, nor will any defamatory or abusive remarks be tolerated. The President of the Board may terminate the address of any speaker who violates this policy.
7. Individuals with disabilities who may need a modification to participate in a meeting should contact the superintendent's office no later than three days before a regular meeting and as soon as possible in advance of a special meeting so that arrangements for the modification can be made.
8. Board work sessions are intended to give board members an opportunity to review topics requiring extended discussion. At the conclusion of board discussion of an item, the board chair may call on audience members for comments (time permitting). Members of the audience who are Kelso School District residents who wish to address the Board may only speak to that specific work session agenda item before the Board and have two (2) minutes to ask clarifying questions, state an opinion, or add information. A total of ten (10) minutes on each agenda item may be used for public comment and/or questions. It is the prerogative of the Board President to recognize people requesting oral comments to the Board.

Legal References: RCW 42.30.030 Meetings declared open and public
 RCW 42.30.050 Interruptions – Procedures

42 U.S.C. §§ 12101-12213 Americans with Disabilities Act

Adopted: January 23, 2006

NEW BUSINESS

- A. Roadmap to Reopening Update Mary Beth Tack
- B. Classified Reduction for 2020/21 School Year Holly Budge
- C. Resolution 2020/21-02 Temporary Reduction in Educational Support Program (Action)
..... Mary Beth Tack

Roadmap to Reopening Update

Classified Reduction for 2020/21 School Year

KELSO SCHOOL DISTRICT
TEMPORARY REDUCTION IN EDUCATIONAL SUPPORT
PROGRAM

RESOLUTION # 2020/21-02

WHEREAS, the Board of Directors has reviewed the recommendations of the Superintendent regarding the Covid-19 emergency and the need to begin the 2020-21 instructional program in a primarily online learning model, which temporarily reduces the need for services from classified employees in the District's educational support program until in-person instruction resumes for the 2020-21 fiscal year;

WHEREAS, the Board of Directors finds that for the 2020-21 school year financial resources are not reasonably assured to the District to maintain its current educational support program and services;

WHEREAS, even if additional funding in excess of current projections becomes available, the Board of Directors desires to exercise its discretion to allocate funds in the best interest of the District to meet changing educational needs;

WHEREAS, the Superintendent has recommended to the Board that certain classified employee positions have a temporary Reduction in Hours or that the work hours and days for certain positions be temporarily eliminated and affected employees placed in temporary on-call Furlough/Standby employment status set forth in Exhibit A pending resumption of an in-person instructional program or further Board action in response to the changing circumstances and impacts on school operations due to the continuing Covid-19 emergency;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Kelso School District as follows:

1. The Board hereby accepts the Superintendent's recommendation to temporarily reduce the educational support program for 2020-21 as set forth in Exhibit A to this resolution, attached hereto, by (1) a Reduction in Hours for employees from their prior scheduled work hours while they continue in active employment or (2) placing employees in Furlough/Standby employment status effective upon the first scheduled work day in the 2020-21 work year for their employment classification or position.

2. For purposes of this resolution a "Reduction in Hours" means the employee continues working on a temporarily reduced regular schedule due to a partial lack of work in their employment category caused by limited District operations in response to the Covid-19 emergency. "Furlough/Standby" employment status is unpaid, except as otherwise provided in Section 3, because the employee's regularly scheduled hours have been eliminated on a temporary basis due to the lack of work in their employment category/position caused by limited District operations in response to the Covid-19 emergency, the employee must remain in reasonable contact with the District and available for all hours of suitable work offered by the District as required by the Employment Security Department under WAC 192-110-015(1)(b) and (c). An employee's Furlough/Standby Status continues until an employee is recalled to work on a regular schedule or twelve weeks after Governor's Proclamation 20-30, as extended, ends under WAC 192-110-015(3)(g).

3. Employees affected by a Reduction in Hours or placement in Furlough/Standby status may allow qualify for and receive unemployment benefits based on their individual work history, as determined by the Washington State Employment Security Department and the Educational Service District #112 Unemployment Compensation Pool. The District shall also continue to provide its share of employer contributions for employees affected by a Reduction in Hours or placement in Furlough/Standby status who are eligible to receive School Employee Benefits Board ["SEBB"] health insurance benefits as determined by SEBB.

4. The Superintendent is directed to continue negotiations over the changes in employee work hours and employment status due to this resolution and its impacts with bargaining representatives of the Public School Employees of Kelso units I and II as may be required by law.

5. The Superintendent is further directed to provide verbal notice by phone call and written notice by regular mail to employees affected by a Reduction in Hours or placement in Furlough/Standby employment status under this Resolution.

ADOPTED by the Board of Directors of Kelso School District at an open public meeting held on August 31, 2020, notice of which was given as required by law, with the following Directors being present and voting therefore:

President

Director

Director

Director

Director

Attest:

_____,

Mary Beth Tack Superintendent/Secretary to the Board of Directors

PSE 1
Kelso School District
Temporary Reduction in Educational Support Program

Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
SECRETARIAL				
Administrative Secretary	187.97	Furlough/Standby	18.18	169.79
Assistant Secretary	8.562	Furlough/Standby	8.56	0.00
Clerk	43.178	Furlough/Standby	25.30	17.88
Clerk	43.178	Reduction in Hours	0.74	42.44
Grand Totals	239.71		52.78	186.93
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
POOL				
Pool Aquatics Lead/Manager	8	Furlough/Standby	8	0
Pool Aquatics Aide	5.02	Furlough/Standby	5.02	0
Grand Totals	13.02		13.02	0
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
CUSTODIAL				
Custodian	162.389	Furlough/Standby	37.32	125.069
Custodian	162.389	Reduction in Hours	1	161.389
Grand Totals	162.389		38.32	124.069
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
NUTRITION SERVICES				
Food Service Helper/Cashier	118.813	Furlough/Standby	57.445	61.368
Food Service Helper/Cashier	118.813	Reduction in Hours	9.104	109.709
Grand Totals	118.813		66.549	52.264
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
PARAEDUCATOR				
Significant/SLC/Moderate	282.192	Reduction in Hours	48.178	234.015
Significant/SLC/Moderate	282.192	Furlough/Standby	60.385	221.807
Resource/Lifeskills	230.661	Reduction in Hours	29.240	201.421
Resource/Lifeskills	230.661	Furlough/Standby	6.164	224.497
SEL	16.707	Reduction in Hours	0.152	16.555
Basic Ed	41.945	Reduction in Hours	30.601	11.344
Basic Ed	41.945	Furlough/Standby	11.347	30.598
ELL/Title/LAP	197.901	Reduction in Hours	38.398	159.503
ELL/Title/LAP	197.901	Furlough/Standby	4.563	193.338
Tutor	6.452	Reduction in Hours	0.545	5.907
Grand Totals	775.858		229.574	546.284

PSE 1
Kelso School District
Temporary Reduction in Educational Support Program

Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
AIDE				
Playground	44.288	Furlough/Standby	2.755	41.533
Playground	44.288	Reduction in Hours	41.535	2.753
Accompanist	10.526	Furlough/Standby	10.526	0.000
Bus Duty	2.488	Reduction in Hours	2.488	0.000
Grand Totals	57.302		57.304	0.000
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
INTERVENTION SPECIALIST				
Truancy Specialist	8.042	Furlough/Standby	8.042	0
Grand Totals	8.042		8.042	0
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
POST-SECONDARY CAREER COORDINATOR				
Post-Secondary Career Coordinator	8	Furlough/Standby	8	0
Grand Totals	8		8	0
Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
TECHNICIAN				
Behavioral Technician	15	Furlough/Standby	15	0
Grand Totals	15		15	0

PSE 2
Kelso School District
Temporary Reduction in Educational Support Program

Position	Normal Hours/Day	Status	Hours/Day Reduced	New Hours/Day
TRANSPORTATION				
Bus Driver	174.069	Furlough/Standby	174.07	0.00
Assistant Dispatch/Driver Trainer	6.000	Furlough/Standby	6.00	0.00
Mechanic Helper	2.000	Furlough/Standby	2.00	0.00
Grand Totals	182.069		182.07	0.00