



Richland School District No. 400

Richland School District No. 400 posted in Richland School District No. 400, Undisclosed

A Message About RSD Hiring Practices

We want to send our heartfelt thanks to our families and the Tri-Cities community as we continue to deal with the targeted, domestic violence incident that took place in West Richland yesterday.

There have been many reports, news articles and social media posts with misinformation surrounding the employment of Elias Huizar, the suspect in yesterday's tragic incidents, with the Richland School District (RSD).

To be transparent with our community, below is a clear and factual timeline of Mr. Huizar's employment with the Richland School District:

- **November 19, 2021:**

1. Mr. Huizar started application process with the Richland School District for a substitute position.

- **January 31, 2022:**

1. The Richland School District received a reference from the Principal of Franklin Middle School (Yakima School District), where Mr. Huizar was employed as a School Resource Officer. The principal rated Mr.

Huizar as a 'very good' candidate for the substitute position he applied for.

• **February 2, 2022:**

1. The Richland School District received a reference from the Vice Principal of Franklin Middle School (Yakima School District), where Mr. Huizar was employed as a School Resource Officer. The Vice Principal rated Mr. Huizar as an 'excellent' candidate for the substitute position he applied for.

• **February 4, 2022:**

1. Mr. Huizar completed his drug screen at Lourdes Occupational Health.
2. His fingerprints were taken at the Educational Services District 123, and were used to run background checks with the Washington State Patrol and FBI. Both background checks came back clear, allowing Mr. Huizar to proceed with the employment process at RSD.

• **February 6, 2022:**

1. Mr. Huizar completed the mandatory 8-hour STEDI Subskills Training Course passing with a score of 100%.

• **February 7, 2022:**

1. RSD initiated Office of Superintendent of Public Instruction (OSPI) Emergency Substitute Certificate application, electronically signed and completed by Mr. Huizar. This application asked background questions in the Character and Fitness supplement including "Have you ever resigned from or otherwise left any employment while allegations of misconduct were pending?" and "Are you currently or have you ever been the subject of an investigation or inquiry by an employer because of allegations of misconduct?" Both questions Mr. Huizar answered 'no.' He also signed an affidavit certifying all
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information included in the emergency substitute application was true and correct.

• **February 8, 2022:**

1. Yakima School District sent the Washington State Sexual Misconduct Disclosure Release to Richland School District. The Yakima School District checked the box for 'No sexual misconduct materials found.' This document was sent to RSD from the Yakima School District Human Resources Department.
2. Mr. Huizar completed his new hire paperwork including an I-9 Form.
3. A notification of reasonable assurance for employment was sent to Mr. Huizar.

• **February 9, 2022:**

1. Emergency Substitute Certificate was issued and approved by OSPI. This application was initiated on February 7, 2022.

• **February 10, 2022:**

1. The drug screen completed on February 4, 2022 by Mr. Huizar came back clear.

• **February 18, 2022:**

1. Mr. Huizar's first day of substitute teaching for the 2021-22 school year.

• **June 14, 2022:**

1. Mr. Huizar's Last day of substitute teaching for the 2021-22 school year.
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• **August 30, 2022:**

1. Mr. Huizar's first day of substitute teaching for the 2022-23 school year.

• **March 26, 2023:**

1. Mr. Huizar recertified through OSPI Emergency Substitute Certificate.

• **June 14, 2023:**

1. Mr. Huizar's last day of substitute teaching for the 2022-23 school year. This was Mr. Huizar's last time as a substitute or volunteer in our schools.

• **September 2023:**

1. Mr. Huizar submitted a volunteer application with RSD but never volunteered in our schools. Volunteers have their names run through the Washington State Patrol criminal history database each year they apply.

• **February 14, 2024:**

1. After receiving notice of Mr. Huizar's arrest and learning of the allegations against him, RSD immediately removed him from our substitute and volunteer portals. He was issued a No Trespass notice for all RSD properties.

We are extremely disheartened that information about Mr. Huizar's past was not disclosed to us through the various processes we have in place to vet RSD candidates for employment. It is the expectation for individuals who apply for employment with RSD to be forthcoming and truthful in their applications. No past investigations or allegations appeared in Mr. Huizar's background checks before he was hired and nothing was disclosed by Mr. Huizar. We take the process of hiring staff very seriously and pride

ourselves on the quality and character of our staff members.

Thank you.
