PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44

BOARD OF TRUSTEES

RECORD OF PROCEEDINGS

The regular August 10, 2020, meeting of the Plummer-Worley Joint School District No. 44 Board of Trustees was called to order by Chairman Paul Daman at 6:00 p.m. Board members present were Ryan Ortivez, Tami Gauthier, Ida Gustin, Paul Daman, Jan Mitchell, Marlow Thompson and Sara Allen.

Also present was Superintendent Russ Mitchell, Karyn Stockdale, Marcia Hoffman, Tim Florin, Stacey Sonder, Stefanie Jordan, and Bob Curley.

Consent Agenda
Sara Allen moved to approve the Consent Agenda (Exhibit "A") as presented. Jan Mitchell seconded. All members voted yes.

Communications
The board reviewed a letter from Marimn Health (Exhibit "B") which sets forth the position that everyone should wear a **protective face covering** in public places when a physical distance of six feet from others cannot be maintained - with few exceptions, and strongly urges the district to begin requiring face coverings for employees and anyone entering the facilities.

Recognition of Guests
No guests were present to be recognized.

Superintendent's Report
Superintendent Mitchell introduced Dani Boyd, the new elementary principal.

2020 Reopening Plan
Russ Mitchell addressed the board relative to the COVID Response and planning for the upcoming school year and provided the 2020 Reopening Plan (Exhibit "C"). He advised the district is currently in Stage Yellow. Regional superintendents have asked for explanation of the metric but haven't gotten clarification at this time. He has updated last month's version and submitted it to Panhandle Health. They approved the plan at that time. It is unlikely we will return to Stage Green any time soon. Much of what the team has been working on is on the main page of the website. Mr. Mitchell demonstrated the page to the board and advised it is under continual updating. He provides information to the board prior to releasing it to the community. It is important to make the information manageable so people will take the time to read it.

While each district is unique, many seem to fall in line with the leader. Rural districts are trying to do as much as possible face to face while the larger districts seem to be going online. In Idaho, the larger districts haven't released complete plans yet. Many schools are going to an alternate day schedule if they are Stage Yellow. Mr. Mitchell is proposing not going to alternate days. A committee of 17 people met and reviewed criteria and sub committees met at the building levels. Marimn has recommended masks and he doesn't believe the district should oppose the guidance from Marimn. In addition to academic needs, the committee worked through many issues, including transportation, food service, maintenance/cleaning and disinfection, technology, etc. Each secondary student will have their own device, with the exception of in Mrs. Green's classroom (technology).

There are references to how to deal with vulnerable persons but each will actually be dealt with on a case by case basis. Some people may just want to learn from home and we will need to meet the challenges and accommodate as appropriate. Fear is a reality. We need to look at those realities and do the best we can. The district will need to be proactive going into this situation. We work to meet the needs of individual students on a daily basis.

The sub committees came up with a plan for Stage Yellow which includes a five day per week instruction for all students. School will start at the same time but some students may get dropped off a little earlier for breakfast while the driver goes after more students. Seating will be assigned on the buses with family groups seated together since they don't need to be socially distanced. Students will also be assigned seats in the cafeteria in the same manner. Lunch groups are also broken down into smaller groups at one time. The negotiated agreement requires a 40 minute preparation period and a 30 minute duty free lunch to which the district is committed. In order to accommodate this, the day will end earlier for students but allow for smaller groups of students in each room. This will provide normalcy and consistency for students and will be much better than an alternate day schedule. This also provides more people to distance the students throughout the day. An adult will be in each room with the students and direct/live instruction will be provided by the certified subject matter teacher through their laptop. The teacher will be able to see each student's laptop screen through a program called Net Support. Some teachers are already using this program in their instruction. Even if the teacher isn't physically in the room, he/she can still see what is going on with each student and there is still another adult in the room with the students.

Ida Gustin asked about the rate of return for homework last spring. The elementary was in the 40-50 percent rate but the quality of work wasn't high end. Some kids refused to do anything. Students were not retained. Those kids will be taken where they are, and teachers will work to bring them along. The results around the country were similar. He believes we need a different approach to get a better result. It is difficult for the parents to teach the kids remotely. Jennifer Hall advised there was a no contact rate of only 12 percent. Most students passed but many incompletes were issued. In hindsight, if we would have had more time to prepare the students for remote learning, it could have been better. The plan for stage yellow will allow us to prepare for remote learning if we do end up in stage red, or if there is a positive case in their group. This would allow us the time to help the students learn and be more prepared. Students will be in smaller cohorts within their age group,

preferably in groups of ten or less. If we have a positive case and have to send a group of students home, that group will know what to expect. This year, all staff and students will be on one platform and will utilize Schoology.

Ryan Ortivez asked about enforcement of the masks, particularly with the younger students. Mr. Mitchell stated we will do our best and try to teach the students the importance of wearing the masks. It will be an ongoing challenge. Parents will have to make choices as to what is best for their own family. Mr. Ortivez stated there are a huge amount of parents frightened about coming to school without accountability for masks.

Stefanie Jordan has children from 1st to 9th grade student – five in all. How are we going to make the children feel comfortable with an adult in the room who isn't the teacher? Mr. Daman explained a teacher will be in the classroom, perhaps not the subject matter teacher, but a staff member will be in the room. We will have to do the best we can to assure every student in the district. Mrs. Jordan likes the alternate day schedule. Mr. Mitchell advised even the alternate day schedules require students to be studying every day with two days in school and three days online. The elementary classes are smaller to begin with so it won't have to be broken up as much and will provide more consistency for the younger students.

Temperature taking will be done at each building and a quarantine room will be available for anyone who shows symptoms or who has an elevated temperature. We are hoping to get some resources from Marimn to help for at least the first few days. Marimn will also be doing a walk-through to see if there are other areas in which we need to make changes. Also discussed was emotional support for staff with Marimn and supporting our students emotionally.

Reading groups (intervention) - will not be done at this time due to safety concerns. Students must remain with their cohort group. Success Center is scheduled to start later in the year. We know people count on that but students would be out of their cohort and mingling with numerous kids rather than staying in their cohort. In the meantime, we will utilize those staff members to be working in the buildings to support students.

Ryan Ortivez asked about a policy for face masks. Karyn Stockdale advised she just received draft policies from ISBA for adoption prior to school starting. Paul Daman stated we have to do the best we can as scenarios unfold. Mr. Mitchell commented each situation has the potential of escalating and we will have to trouble shoot those issues and try to prepare for them as best we can.

Athletics is going to be a challenge. As of right now, IHSAA is slow walking everything and they don't want any liability. The same is true of the NFHSA. Many of their suggestions aren't feasible, such as requiring numerous buses to each road game. There have been a multitude of discussions on athletics. He fully understands the importance of athletics to many of our students. It is important to the community and some of our students. We still need to be as safe as we can about it. Starting today, high school sports had practice with some guidelines. Most of the kids stayed outside, came in practice apparel, etc. Middle school won't start until October at the earliest. High school athletics has gotten odd – Washington changed all of their seasons so those contests have to be cancelled. Some of region two is only doing in-league contests. Idaho has only regular season for football. It is

slowly being whittled down to an in-league type of schedule. Then we have to look at spectators and who is allowed in which facility. We will have to limit the number of people depending on the facility, i.e. the gym or the football field. Then you have to decide who gets in and who gets priority. Our district learned a great deal from this group when we discussed graduation. Do we allow visiting fans, or do we limit it to Lakeside fans? We don't have a solid recommendation for the board yet. We will come back with a recommendation at a special meeting later this month. On a positive note, Mrs. Hall and Mr. Hight signed us up for the online viewing of athletic events on the football field and in the gym. There will be complaints and we won't be able to please everyone but we will try to do the best we can and provide a meaningful experience for our student athletes.

Level Red really hasn't changed except that all staff will be here on site. It is relatively easy to social distance staff within the building. If we have a confirmed case on campus, specific procedures are outlined in the plan.

Communications are being worked on and will be updated continually as warranted. We will get a plan out to the community at the earliest possible opportunity.

Elementary students need to receive some instruction in technology so that the younger students are able to move forward if we get to Stage Red. It is difficult for elementary staff to get to teaching online.

He believes some educators are making a huge mistake by pushing the remote learning. He thinks the more they argue toward remote learning, they are making the argument that they are non-essential. He believes educators are essential.

We are working with Marimn on social/emotional learning and meeting student needs.

Mr. Mitchell recommends we not hold an open house with all students and parents present. We will look at a virtual open house for families.

Somethings which will cause some stress – once you get to stage yellow, visitors stop. Some people will not be happy with that. There will be a process for deliveries such as UPS, Fedex, etc. Lunch delivery will be restricted. Contractors will need to work after hours.

Mr. Mitchell reiterated at stage yellow we will need to dismiss at 2:15 and 2:20 with the start time being the same as last year, and we will require masks.

Marlow Thompson moved to approve the **Reopening Plan** dated August 10, 2020. Ida Gustin seconded. Paul Daman asked for any other questions or comments. Tami Gauthier asked if we are going to provide masks for students since we are requiring them. Mr. Mitchell said we can't provide them for every student every day. We are trying to purchase neck gaiters to provide to all students for in-school use, leave the gaiters at school and provide alternate masks for transportation etc. We aren't sure how to accomplish this yet but we are working on it. Ryan Ortivez asked about the face shields, but Panhandle Health said those are insufficient. All members

voted yes. Mr. Thompson stated the health district has been very slow in providing absolutes. The only order the health district has issued is for masks in Kootenai County.

Leadership Stipends

As a part of the five percent budget holdback, the state cut leadership funds for all districts. Mr. Mitchell doesn't believe we are done with budget cuts yet as we go through COVID. Mrs. Hoffman and Mrs. Sharrett recognized that, through the CARES Act, some of these funds can be utilized to replace lost revenues and budgeted to cover the majority (87 percent approximately) of the funding previously provided for leadership funds. Mr. Mitchell reported the amounts for each category (Exhibit "D"). Sara Allen moved to approve the stipends as presented. Jan Mitchell seconded. All members voted yes.

Board Business

- **Resolution 20-02 –** the board reviewed the resolution (Exhibit "E") drafted by legal counsel for the purpose of responding to the **COVID-19** emergency. Discussion was held. Marlow Thompson moved to approve the resolution as presented. Ryan Ortivez seconded. Discussion was held. All members voted yes.
- **Policy Review – 5334 – Vacation** – Mr. Mitchell addressed the board relative to recommended changes to the policy and presented it for a first reading (Exhibit "F"). Discussion was held.
- **Student Handbooks** – The board reviewed student handbooks. The procedures set forth are designed for a "normal" school year. An important **COVID update on permitted disclosures** was included on the advice of legal counsel. Administration is drafting an attachment to be placed at the front of each handbook to include procedures or restrictions under the current situation or differing levels. Sara Allen moved to adopt the handbooks (Exhibits "G" and "H") with the additional information to be presented at the next meeting. Jan Mitchell seconded. All members voted yes.
- **Staff Handbook** – This was tabled until the next meeting.
- **Board Strategic Planning** – Marlow Thompson had previously asked the superintendent to provide a recommendation of an ideal strategic plan at the next meeting. Mr. Mitchell commented he has reviewed the board's plan. While it is pretty straight forward, he would like to see a little accountability as it relates to the school board and superintendent. Part of that is he believes you should have regular communication from the superintendent rather than just during the board meeting. It is probably warranted for the superintendent to at least partway through the month to give some information to the board. He also believes we can do a better job of having in front of them a medium in which to have up to date information for each board member. He thinks we can provide them a better awareness of what is going on within our schools through technology. This requires him to be proactive in communication but it also requires board members have a willingness to know what is really going on within our schools. Board feedback is important. He thinks we need a better exchange of activities that are going on. The other item is under student achievement and data reporting. He's never been fully convinced those numbers have meaning. What does the board want to see and does this make any sense?
- **Set Special Meeting** – The board will hold a special meeting on August 24, 2020, at 6:00 p.m. to further discuss issues relative to COVID-19 and others.

DRAFT

Items for Future Agenda

School Opening/COVID	COVID Policies	Athletics
Strategic Planning	Staff Handbook	

Mr. Mitchell invited board members to attend, if able, the professional development on classroom management on August 26, 27, and 28. It will be provided virtually by a nationally acclaimed speaker. It isn't compulsory but is open to all staff.

Meeting adjourned at 8:25 p.m.

_____ _____

Paul Daman, Chairman Karyn Stockdale, District Clerk

DRAFT