**PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44**

**BOARD OF TRUSTEES**

**RECORD OF PROCEEDINGS**

The regular November 9, 2020, meeting of the Plummer-Worley Joint School District No. 44 Board of Trustees was called to order by Vice-Chairman Marlow Thompson at 6:00 p.m. Board members present were Tami Gauthier, Jan Mitchell, Sara Allen, and Marlow Thompson. Absent was Ida Gustin, Ryan Ortivez, and Paul Daman.

Also present was Superintendent Russ Mitchell, Karyn Stockdale, Tim Florin, Jennifer Hall, Dani Boyd, Stacey Sonder, Jennifer Gates, and Bob Curley.

**Consent Agenda**
Sara Allen moved to approve the Consent Agenda (Exhibit "A") as presented. Jan Mitchell seconded. Marlow Thompson asked for detail on the equipment breakdowns in the maintenance report. Stacey Sonder reported on the numerous issues which were dealt with last month. It was mostly routine, but it all happened around the same time. All members voted yes.

**Communications**
No communications were received.

**Recognition of Guests**
No guests were present to be recognized.

**Superintendent's Report** (Exhibit "B")

- Superintendent Mitchell provided information to the Board of Trustees on the **COVID** response in the district.
- Dani Boyd addressed the board relative to the **elementary school**. Reading intervention groups have started. They look differently because of COVID and social distancing but they are still providing intensive reading instruction. They were able to continue the Halloween Parade tradition with parents watching from outside and the kids got to dress up. Shaina Nomee has lined up guest speakers through Zoom for Native American Heritage month. They were planning a Veteran's Day recognition but the weather is not cooperating so they will do a virtual presentation.
- In reviewing data, (Exhibit "C") a lot of instruction was missed last spring during the COVID shutdown and the Governor's Stay-at-Home Order. Mrs. Boyd provided a comparison of Fall IRI Benchmarks from 2019 to 2020. Not having instruction last spring had a significant impact on our students. Getting them in groups and having them face to face is good but we are still restricted in some of what can be done because of the COVID protocols. Our staff is very creative in providing teaching and learning practices without risking student safety. The students and staff are doing a really good job, wearing masks for

the most part, and working to learn. The IRI scores seem to be indicative of all districts. Some districts aren't even having in-person instruction so those haven't been able to test students.

- Mrs. Hall reported on the **secondary school** and attendance has been pretty good through November 6. The 7th grade is the best at 94 percent, followed by the 11th at 91 percent. All grades together average over 90 percent.
- All staff are now proficient running Schoology. Secondary staff will train elementary staff at the next professional development.
- There has been a huge decrease in office referrals this fall. Mrs. Hall believes the small groups are helping in this regard.
- More students are online and performing better online than in the past. They aren't doing the best and it took about six weeks to get the students feeling more confident. Getting Tyler SIS and Schoology working together was a challenge.
- We started bringing in volunteers for Native Heritage month but went to Zoom presentations when Idaho went back to Stage 3. Local Native speakers are presenting to students about the pillars of CDA Tribe.
- Colleges are doing Zoom field trips with the 11th and 12th grade students
- 17 students are working remotely from home. 5 of the 17 are passing all classes which confirms that remote learning is more difficult.
- We still have two positions open which have been posted for a very long time. The SWIP improvement plan includes hiring a Math and Reading Intervention Teacher. Mrs. Hall is Interviewing for this position on Friday.
- All seniors took the ISATs and interim assessments.
- Mr. Mitchell reported the district has now been approved for the summer lunch program. This doesn't change the type of service we provide but it will change our bottom line favorably.
- The district utilized the critical essential employee status option this week with two employees. The employees were in contact with a positive COVID case but are still asymptomatic. They have been brought back using CDC guidelines after 8 and 9 days respectively. We are still short-staffed in several areas. It is a narrow path to walk and we are doing so cautiously.
- Mr. Mitchell reported on the Governor's Reinstatement Funds – that being the additional COVID dollars – and there are many stipulations in how it can be used but it must be encumbered by December 11. He reported we had staff members back in March and April who, not knowing what risks to expect from COVID, got on the bus every day, served kids lunches, and took unknown risks to themselves to provide for kids. Some districts have provided stipends to similar staff members as "hazard pay" and we will be identifying some staff members and doing the same. We are working through it from a legal perspective and an accounting perspective.
- The district is well underway with professional development for the year and most of it has already been scheduled for the year. We have done quite a bit of training for the year. There are two finalists for the math curriculum adoption. There were a lot of technology trainings. Last Friday we had part of CHAMPS (classroom and behavior management). It is being implemented across the district and is getting fairly positive results across the district. We are still training to carry the momentum

throughout the school year. There are very few suspensions and behavior referrals this year. Additional technology training will be provided. The district will be bringing Jim Spoerloder (Paper Tigers) back from Walla Walla. The secondary staff will do a lot of the training of elementary staff in the area of technology.

- Mr. Mitchell provided an update on the bus incident. This has seen multiple delays because the individual who threw the rock requires an interpreter. All four students involved are foster kids. It was explained that despite everything we've been told so far; the driver of the vehicle did not actually ever get out of the vehicle and the other three students say the driver didn't know what was going to take place. Three got out of the vehicle and participated. Two of the students are twins and they are having difficulty determining actually threw the rock. The other person who threw the rock that went to the window was willing to take a plea, but it wasn't the plea the prosecutor wanted. The school board at Lake Pend Oreille School District was waiting for a court decision. Mr. Mitchell is working on a letter to IHSAA to ask what they intend to do about this. He has a genuine concern that no action could create open season on school buses and believes IHSAA needs to take a stand on this.
- Mr. Mitchell is scheduled to look at the cinder block building in Worley with Mr. Curley and Mr. Sonder this week. It is crumbling and needs to be addressed.
- The CDA Tribe education donation was received - $20,000 for athletics and $160,000 for specified district expenses. Chief Allan delivered the checks personally. This is very much appreciated and definitely needed at this time.
- Basketball is right around the corner. Mr. Mitchell expects some challenges with basketball spectators and how many we can allow into a facility. We have a smaller facility than other schools and are limited on the amount of spectators. We are looking to see if we can accommodate more fans, but it becomes more difficult with Idaho having moved back to Stage 3. The regional superintendents meet next week. We seem fairly restrictive but if other districts aren't practicing protocols, we get questions about why we are limiting fans. We need to find a balance that is safe but can accommodate more. Tami Gauthier commented the AD has been doing well in keeping people updated so no one is surprised. Mr. Mitchell is thankful we can utilize Pixellot so people can watch from home.
- Tami Gauthier asked if the contractor is going to clean up the site in Worley before they pull out after construction is finished. Discussion was held.

**Board Business**

- **Graduation Requirements** – Mrs. Hall addressed the board regarding graduation requirements (Exhibit "D"). She provided a visual showing a student's path toward graduation, with requirements, and six pathways for electives which include college readiness, ecology and natural resources, trades and industry, early childhood, digital business communication, and health and fitness. As we reduce the amount of credits currently required for graduation, we look for opportunities for career pathways. Mr. Mitchell reviewed the statistics for the number of students going directly into college – 66.2 percent. What happens to the other 34 percent? The percentage for Native students is 17 percent continue their education directly after high school compared to 60+ percent of the U.S. population. What are we doing with the other 83 percent? He believes we should focus on careers first and college second. We won't downplay college but rather help them determine their career path so they are focused and support their direction with the type of coursework that will help them down the road. We can have those types of

discussions in advisory with some goal in mind. He envisions utilizing the entire ag building by third trimester of this year, starting kids on a path and giving them opportunities they might have interest in. Discussion was held. Mrs. Hall requested the board reduce graduation requirements from 56 to 48 for the Class of 2021. Jan Mitchell believes this proposal is a much more practical path for students. Sara Allen moved to reduce graduation requirements by two credits of World History, one credit of PE, 3 electives, and two humanities credits for the 2021 school year only. Jan Mitchell seconded. Mr. Mitchell stated part of the next phase is course descriptions for each, with monthly discussions for the next few meetings. Tami Gauthier asked about the juniors and if they are on track for graduation. Mrs. Hall said we may want to keep an eye on them, but it depends on how they do this year. Further discussion was held. Senior project requirements have been reduced at the state level. All members voted yes.

- **Board Strategic Planning**:
    - **Discussion was held on the parent survey questions**. Much of it is the same as last year but some was altered and if approved will be administered after conferences. Discussion was held on verbiage in some of the answers. The questions were reviewed, and some revisions suggested. Jan Mitchell moved to approve the survey with revisions. Sara Allen seconded. All members voted yes.
    - The administration presented information regarding a staff member who requires FMLA leave to care for a spouse with a serious medical condition. Currently the district policy limits family sick leave to nine (9) days per year. The administration recommended an exception to allow the staff member to utilize paid leave concurrently with FMLA. Sara Allen moved to grant an **exception to the limit on family sick leave** for the staff member in question. Tami Gauthier seconded. All members voted yes.

**Items for Future Agenda**

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| ISBA Conference Report | Parent Survey Results | Policy Review |
| COVID Update | Graduation Credit Requirements | Supplemental Levy |

Meeting adjourned at 7: 39 p.m.

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Marlow Thompson, Vice-Chairman Karyn Stockdale, District Clerk

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