PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44

BOARD OF TRUSTEES

RECORD OF PROCEEDINGS

The regular February 8, 2021, 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, and Sara Allen. Absent was Marlow Thompson.

Also present was Superintendent Russ Mitchell, Karyn Stockdale, Marcia Hoffman, Jennifer Hall, Dani Boyd, Stacey Sonder, Bob Curley, Tim Florin, Jennifer Gates, Diana Wick, Khrist Rojas, and Gabrielle Hensyel.

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

Communications
The Board was provided with a copy of a Memorandum of Understanding with Panhandle Health District (Exhibit "B").

Recognition of Guests
The Chairman recognized guests, with no response.

Superintendent's Report (Exhibit "C")

- Superintendent Mitchell provided information to the Board of Trustees on the **COVID** response in the district. We continue to have multiple staff absent with no substitutes available, but staff are stepping up and covering duties as necessary. The biggest concern is bus drivers and we hope they continue to stay healthy.
- Athletics procedures are changing regularly due to updated regulations. As for the state tournament, it appears there should be adequate seating available for all our fans in the event we qualify. For home games, we are meeting the standards set by the Governor. At this point, the overriding principal we are hearing from Panhandle Health and Marimn is the wearing of masks. Discussion was held on the ticketing process for different tournaments.
- Vaccinations for staff were provided a couple of weeks ago, with the booster scheduled for February 19. It is being reported the second booster has more severe side effects. Panhandle Health has verified this concern. Mr. Mitchell reviewed the district calendar with board members and requested they consider scheduling a school closure on February 22 to prevent a last-minute emergency closure if a number of staff react to the booster. Discussion was held. We could let it play out and if we have too many sick people on Monday morning, we would have to close school at

the last minute. He proposed treating February 22 as an emergency closure day so parents can be prepared for a school closure. After discussion, Tami Gauthier moved to approve an emergency closure on February 22. Ida Gustin seconded. All members voted yes.

- Mr. Mitchell advised some other school districts are holding parent teacher conferences virtually in the evenings over an extended period. He recommends conducting parent teacher conferences virtually on March 17, 18, 19, 22, and 23. March 24 is an early release and March 25 and 26 would be treated as flex days. If teachers have completed parent teacher conferences by March 25 or 26, they could begin their spring break earlier. The reasoning is because of the sheer intensity of this year and the amount of stress on everyone, it gets people a couple more days of rest but doesn't impact our community or student instructional days because those days were already scheduled as non-instructional. Ida Gustin moved to approve the modified conference schedule and to treat the 25th and 26th as flex days. Sara Allen seconded. All members voted yes. Mr. Mitchell and his wife will be treating the staff to lunch on the 24th.
- Mr. Mitchell reviewed the discussion from the last meeting, the federal government issued ESSER-II funds and the state has described how that money will be disbursed on a district-by-district basis. Our district is blessed with $945,000 which is an incredible amount based upon Title I. It is a one-time thing and must be expended by September 30, 2023. There is a great deal of flexibility in how the funds can be used. There are three major areas which seem to apply for our district:
    - Personal Protective Equipment.
    - HVAC Systems. This is one of Mr. Mitchell's biggest concerns. We have a serious issue with HVAC systems in the middle school building. One room has a non-functioning system at this point and is utilizing space heaters. Three other units are being repaired constantly to keep them operating. It also identifies windows and doors as items that can be replaced which is another area of concern.
    - Loss of learning is another area in which we could utilize the funds. We still have some challenges in meeting standards and curriculum alignment. We face every day the issue of retention of staff. We again lost another employee to the casino. The employee stated the pay is better, payroll is bi-weekly, and year-round. We are not competitive with other local employers. The State of Idaho has current legislation to raise minimum wage to $10 by July 1, $12.50 by July 1, 2022, and $15.00 by July 1, 2023. We only have a few people that earn above $15 per hour (part-time/school year staff). How do we leverage our funds to make sure that people return next year? Our staff has had additional expectations over most schools. How do we make sure we can retain them? Impact Aid came through at a higher rate than was budgeted for this year and we received an additional payment for prior years. Is there a way to issue contracts earlier in the year so staff are secure in knowing they have a job the following year?
- The funding this year from the state is going to be based on enrollment rather than average daily attendance. This is a positive factor for our district. On the other side of the coin, the state discretionary funds may be reduced. Discretionary funds are very important to us and allow us to be flexible to pay for various student needs, utilities, etc. They are saying it will be returned the following year but that remains to be seen. Discussion is also being held at the state level regarding legality. The Governor is also proposing restoring the leadership premiums, and the 2 percent funding for advancement on the career ladder. They are promising to restore the 2 percent increase for administrative and classified staff. At the last meeting we discussed how the community would

perceive a request for a supplemental levy while the district is receiving these unbudgeted funds. Some districts such as Pullman are giving huge amounts in bonuses to teachers, when their students aren't even attending in-person learning. Oregon teachers stood first in line for vaccinations and then refused to return to the classroom. There are concerns throughout North Idaho about passing the supplemental levies being proposed. Mr. Mitchell reviewed voter registration lists for Benewah and Kootenai Counties and sees a lot of new people moving into our community. Currently, the Idaho legislature is battling with the Governor. There is a lot of unrest and he is concerned about that unrest trickling down to voters. He believes it is important to maintain the integrity with our voters and this reinforces the decision the board made to delay the supplemental levy, and possibly put it off for a year. We have one-time monies we can use to offset the list of necessary items on the levy, except for athletics. However, we can utilize the additional Impact Aid funds to offset the needed funding for athletics. Mr. Mitchell hopes to be able to give the board more information at the March meeting. His priorities with these one-time funds are Facilities, Staffing Increases, Staff Retention Overall, and Loss of Learning.

Board Business

- **Pathways** – Principal Hall and Gabrielle Hensyel updated the board regarding planning for the transition to Pathways at the secondary level (Exhibit "C"). They are starting to roll this out to people and there is a lot of excitement and a lot of brainstorming. This is a long-term project. We need to start building a foundation, the first step being credit requirements. Mrs. Hall proposes maintaining the 48 credits and explained the reasoning behind the recommendation. There is opportunity for students to experience more than one pathway. They are developing the structure for required courses. English and Math will be taught each trimester (A, B, and C). The core credits will be required more at the lower levels with the opportunity for additional electives as students proceed into the higher grades. This provides exploration for older students and more opportunities for all students to get through their core credits sooner. By the time they are juniors and seniors they will have met their core credits and will be able to do more of what interests them personally. It also provides more opportunities for dual enrollment which aren't available until a student is a junior. Mrs. Hall and Mrs. Hensyel reviewed the various pathways and the revisions to existing programs. Discussion was held on how local credits could articulate into college credits. They then reviewed what will be rolled out third trimester for students. Mr. Mitchell reported Senate Bill 1039 would create a Workforce Readiness Diploma. It has passed the Senate and has been sent to the House.
- The Board reviewed the agenda for the **ISBA Day on the Hill** scheduled for February 15 (Exhibit "D").
- The board was provided with the weekly Capital Notes (Exhibit "E") detailing pending legislation.
- Mr. Mitchell provided information to the board of trustees on the law for compulsory school attendance and requirements of the district for students who fail to attend as required. Mr. Mitchell wants to see those kids back in school learning on a daily basis. Districts are required to report students who fail to attend to the prosecutor. Prior to doing so, the board must determine that a student is a habitual truant. In future board meetings, the board will be provided with a list of students who are required to be submitted to the prosecutor as habitual truants. Ryan Ortivez asked if there is a process for reaching out to families when students are absent. Mr. Mitchell provided information on the process and the work of the Child Protective Team. More information will be provided at the next meeting. Discussion was held.

Items for Future Agenda

Funding/Supplemental Levy	Pathways	Policy Review/Rewrite
COVID Update	Student Affairs	

Personnel – Superintendent Evaluation
Tabled until next meeting.

Tami Gauthier moved to go into executive session pursuant to Idaho Code 74-206(a) for the purpose of discussing personnel. Sara Allen seconded. Ryan Ortivez voted yes; Tami Gauthier voted yes; Ida Gustin voted yes; Jan Mitchell voted yes; Sara Allen voted yes; and Paul Daman voted yes.

BE IT RESOLVED that the Board of Trustees of the Plummer-Worley Joint School District No. 44 recess from public session pursuant to Section 74-206(a), Idaho Code, for the purpose of discussing personnel, upon advice of legal counsel that it is appropriate to do so. (7:25 p.m.)

BE IT FURTHER RESOLVED that following the executive session the Board of Trustees reconvene into public session for the purpose of conducting further business or for the adjournment of the meeting. (7:31 p.m.)

Meeting adjourned at 7:31 p.m.

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Paul Daman, Chairman Karyn Stockdale, District Clerk

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