PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44

BOARD OF TRUSTEES

RECORD OF PROCEEDINGS

The regular March 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, Sara Allen, and Marlow Thompson.

Also present was Superintendent Russ Mitchell, Karyn Stockdale, Marcia Hoffman, Jennifer Hall, Dani Boyd, Michelle Renfrew, Stacey Sonder, Bob Curley, Tim Florin, Khrist Rojas, Shaina Nomee, Tucker Sanchez, Jennifer Gates, and Gabrielle Hensyel.

Amendment of Agenda
Sara Allen moved to amend the agenda to reflect Item E(a) is an action item as it relates to COVID-19 and the FFCRA and delete Item H(a) at this time. Ida Gustin seconded. All members voted yes.

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

Communications
No communications were received.

Recognition of Guests
Tucker Sanchez reported from **Lakeside ASB**. This year, instead of homecoming activities, during lunches they were broken up into age groups for competitions with various games in which students participated. For Valentine's Day, ASB sold candy grams as a fundraiser. ASB participated in the virtual state leadership conference. They are looking into inspirational speakers to bring into the school later and some student activities. Things are going extremely well considering the circumstances. Today students began switching classes again which he thinks is a big help for everyone.

Michelle Renfrew reported on the most recent **food service program** review (Exhibit "B"). This was an extensive review which was conducted through Zoom because of the pandemic. There was only one finding and it was an error which required a $16.61 refund to the summer food program. She also had to write a procedure to prevent this from happening in the future. The state was very complimentary of the district staff and the program.

Superintendent's Report (Exhibit "B")

- Superintendent Mitchell provided information to the Board of Trustees on the **COVID** response in the district.
- As the third trimester begins, we are focusing on a return to normal. We continue to focus on safety but believe it is worth the additional work to allow students to transition from class to class at the secondary. A key data point is that behavioral referrals have dropped dramatically. This would typically increase during passing times, time at lockers, etc. Students seem to have formed close knit groups within their pods. Art, shop classes, PE, mechanics, even with the traditional classes the face to face with the teacher is needed for students. It does increase the number of students in the classes. Marimn has been consistent from the beginning as to the importance of wearing face masks, more so even than social distancing. The mask seems to be the key component and the utmost importance. We are continuing to require face masks and social distancing when possible. We are now using tables again instead of desks where possible.
- Approximately fifty percent of our staff are now fully vaccinated. He believes it was good to have closed school on February 22 after the staff had their booster shots because a percentage had the expected side effects.
- The CDC is starting to issue new guidance for persons who have been fully vaccinated, which includes continued masking, revised social distancing standards, etc.
- The district has really struggled with a shortage of bus drivers. Our transportation director has done a fantastic job of keeping the routes running and getting kids to school. There were three days the district was unable to transport preschool students due to a shortage.
- We have had several resignations of classified staff which leaves us short-handed particularly at the elementary.
- Mr. Mitchell commented he saw very few people wearing masks at the state basketball tournament. Most of our fans wore their masks, however.
- The HVAC systems at the middle school have been having consistent problems and a couple are completely down at this point. We have several rooms utilizing portable heaters and fans. There have been very few complaints and maintenance staff are doing their best to keep the rooms heated consistently.
- The **FFCRA** was previously extended by the board through March by the board. Mr. Mitchell is recommending extending it through April currently. He still has concerns about continuing to observe the COVID situation in the district. With staff just having boosters we really do not know where that will go. He will update the board in April. Sara Allen moved the district endeavor to continue to administer confirmed COVID-related leave consistent with the emergency paid sick leave provisions of FFCRA through April 30, at which time it be evaluated to determine if further legislation has been passed, which would either extend or supplement the provisions of FFCRA which expired December 31, 2020, or if other events have occurred which would eliminate the need. Tami Gauthier seconded. Discussion was held. All members voted yes.
- Mr. Mitchell provide a detailed update on funding, with a focus on his recommendation to not run a supplemental levy this year.

- The February state payment was $231,000 more than anticipated which is due to funding being enrollment based, funding for the career ladder, and the two percent administrative/classified increase. This number is not set at this time and could be adjusted downward in the May payment. The district agreed during negotiations to pay the career ladder increases even though it was not being funded and used ESSER funds to cover the cost originally.
- The levy would be approximately $640,000 per year, with $400,000 for staffing (kindergarten, pathways, counselors, art, and LES PE); $12,500 for school safety/surveillance; $120,000 for athletics; $90,000 for Success Center; and $17,500 for maintenance.
- Interest earnings are down $25,000; discretionary funds are in question per the Governor's budget.
- ESSER-II is estimated at $945,000 for our district but it has not been authorized yet due to a power struggle in the legislature.
- Impact funds from 2020 are increased by $141,000.
- Impact funds from 2021 are $341,000 over what was budgeted.
- Leadership funds are now being funded but were previously paid out of ESSER-I. These funds turn out to be the most convoluted of all. Districts believe these funds cannot be carried over into a future budget year. We may be the only district which decided to fund those activities when they were not being provided by the legislature. These funds/responsibilities must be tracked monthly. We will find some way to use those leadership premiums in the way intended by the legislature.
- Mr. Mitchell reviewed the expenses that can be paid with ESSER-II.
- Mr. Mitchell stressed these are all one-time funds and should be used cautiously.
- He is interested in facilities, staff retention, and classified wages. Our classified wages are not competitive in our community, nor surrounding states. Both federal and state legislatures are talking about increasing minimum wage. We are doing a market study to determine what other districts are paying as well as regional wages. He stressed our classified pay is anemic in several areas.
- The legislature is set to look at the 2021-22 public schools' budget but have not finished the 2020-21 public schools' budget.
- The question is do we run the **supplemental lev**y later or do we put it off until next year. Mr. Mitchell's recommendation is run the levy in March, 2022. Paul Daman asked if we can still run a levy in August. There is legislation to eliminate the August election date, but November is still a possibility if necessary. Marlow Thompson heard twice the word excess and heard the phrase "one-time funds". If this board will promise that they will not ask him to be the negotiator he will stop talking right now. Mr. Mitchell stated the district has the funds available in this scenario to allow it to postpone the levy for this year. The one-time funds are supposed to last until 2023. He believes based upon the opportunity we have here and definite needs that fall under those areas, the district would be poor stewards if we do not address some of our emergency needs. He looks forward to the day when our teachers and staff are the highest paid in the state. He is not against paying our staff good salaries, but we still need to make all this dovetail together. Mr. Mitchell's intent – the priorities listed previously – will see benefit. We are pleased with the staff we have, and we

want them to come back. The district needs to use these funds in a way that staff benefit, either through programs or opportunities, or funds. However, we must contend with reality when these funds are gone. Marlow Thompson moved, based upon the information received from the superintendent, to follow Mr. Mitchell's recommendation of no levy this year. Jan Mitchell seconded. Marlow Thompson stated we have neighboring districts with elections tomorrow and asked why. Mr. Mitchell responded that other districts needs are different than ours. Additionally, because of our Title I numbers, we are getting a much larger distribution than other districts. Discussion was held. All members voted yes.

- Mr. Mitchell provided an update on pending legislation at the state level. Things are contentious at both the state and national levels.
- Discussion was held on teacher shortages, bus driver shortages, administrative shortages, classified shortages, and how education is not doing itself any favors with some states and other areas refusing to return to in-person learning.

Board Business

- **Pathways** – Principal Hall updated the board regarding planning for the transition to **Pathways** at the secondary level (Exhibit "C"). Third trimester started today, and secondary students started switching classes. Mrs. Hall reviewed the third trimester schedule with the board and reported Coyote Creek Cabinets has donated wood materials to the shop classes.
  - Mrs. Hall reviewed graduation requirements and recommended the board maintain 48 required credits through the 2022-23 school year. An advanced opportunities pathway has been added to 8th grade scheduling options. The required coursework has been moved from junior and senior level to freshman and sophomore levels to allow more time for electives and career pathways at the upper levels. Sara Allen moved to maintain the 48 credits for graduation through the 2022-23 school year. Ryan Ortivez seconded. All members voted yes.
- The Board reviewed questions for the spring parent survey. Sara Allen moved to approve the questions as presented. Ida Gustin seconded. All members voted yes.
- Mr. Mitchell invited board members to set appointments for walk-throughs of the buildings.
- Mr. Mitchell recommended the board offer contracts to the principals, pending a satisfactory evaluation. He commented the principals have been adapting and implementing change daily and doing it well. Marlow Thompson moved to authorize the superintendent to offer contracts to the principals as recommended for the 2021-22 school year, pending satisfactory evaluations. Jan Mitchell seconded. All members voted yes.
- **Surplus Property** – The board reviewed the list of property (Exhibit "D") recommended for surplus. The property is outdated or damaged and has no value to the district. Ida Gustin moved to declare the property of less than $500 value and authorize it to be disposed of in the most cost-effective and expedient manner by district staff. Sara Allen seconded. All members voted yes.

Items for Future Agendas

Budget/Staffing	Pathways	Policy Review/Rewrite
COVID Update	FFCRA	Student Attendance
District Data		

Executive Session
Sara Allen moved to go into executive session pursuant to Idaho Code 74-206(a) for the purpose of discussing personnel/conducting the evaluation of the Superintendent. Ida Gustin 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(b), Idaho Code, for the purpose of discussing personnel, upon advice of legal counsel that it is appropriate to do so. (7:59 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.

Meeting adjourned.

_____ _____

Paul Daman, Chairman Karyn Stockdale, District Clerk

DRAFT