PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44

BOARD OF TRUSTEES

RECORD OF PROCEEDINGS

The regular November 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, Ida Gustin, Tami Gauthier, Paul Daman, Sara Allen, and Marlow Thompson. Absent was Jan Mitchell.

Also present was Superintendent Russ Mitchell, Karyn Stockdale, Jennifer Hall, Dani Boyd, Bob Curley, Michelle Renfrew, Tucker Sanchez, Amanda Johnson, Michelle Grossglauser, Gabrielle Hensley, Brighton Mullins, Tsones Nomee, Kenya Sanford, and Norma Campbell.

Consent Agenda

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

Communications

No communications were received.

Recognition of Guests

Glenn Sailors, vocational agriculture teacher at Lakeside Jr/Sr High School introduced Tsones Nomee – FFA Vice President, Brighton Mullins – FFA Treasurer, and Kenya Sanford – FFA President. They all spoke on their interest in FFA and the vocational classes, state, and national conventions, and showing animals. Mr. Sailors explained this encompasses career development events, animal showing, woodworking, plumbing, electrical, welding, small engines, and heavy equipment. He is trying to get the students ready for spring competitions. Public speaking is a big part of FFA, and Mr. Sailors explained other speaking contests as well. He is starting small and believes the world is theirs (kids). A team will be visiting Spokane Valley High School to check out the horticulture program, what it took to get off the ground, how they set up their greenhouse, so they can start producing product out of it. They will start planting, growing and hopefully have some kids selling product at the farmer's market later in the summer. Paul Daman told the students he is a product of FFA, and it has served him well as a farmer. Some of the opportunities Mr. Sailors described, he took advantage of when he was in FFA. He fully supports the FFA students and the expansion of the CTE program. Tami Gauthier stated USDA would like to have FFA participate in the crop signs.

Amanda Johnson stated she recently found out the Department of Education for the tribe isn't allowed on the premises. She requested clarification as to why that is. She believes the DOE is a tool that can be utilized by the students to success. She thanked the board for listening to her. Paul Daman commented the DOE is a part of the school, has been for a long time, and will be again. With COVID, we are trying to feel our way through, and her concerns are going to be addressed.

Superintendent's Report (Exhibit "B")

Mr. Mitchell provided information to the Board of Trustees on the status of COVID-19 within the district.

- At the beginning of the school year there was much discussion on how to start the school year and return to some degree of normalcy. At that time, the district looked at those considered essential, and identified staff, Marimn Health (those mental health engagements have begun and a routine is being set up), Upward Bound (U of I) which provides a full-time staff member, and contracted services such as OT, PT, and SLP. It was originally set up so students are brought to the service providers, and not the service providers moving throughout the building. Those service providers are encouraged to wear masks, but not required. Most wear masks by choice. Parents, due to COVID, are limited to the office only. They come in and drop off but are encouraged to wear masks. We have allowed patrons at some athletic events but monitored that closely. Last month we discussed opening a little bit more, but then St. Maries got hit and had to close. We have experienced some increases in numbers but will suggest moving to a new phase if the board is supportive.

  School has been in session for 43+ days. Since that time, we have had a total of 5 secondary students who have tested positive for **COVID**, 4 staff members, and 14 elementary students. We continue to work with Marimn and provide a list of close contact students for contact tracing to them. Notification of close contacts to families is done by Marimn because they make the determination on quarantine. Marimn tells parents when the students can return to school. Today, even with all the cases, we were at 84.5 percent in student attendance. Annually, we average between 88-89 percent so we aren't too far off average.

  With that in mind, he is recommending entering Phase II. Secondary support services – includes U of I support personnel who work with Success Center and the Coeur d'Alene Tribe Department of Education – will be encouraged to come back on campus. They have access remotely, but it isn't the same as face to face. U of I and EWU have been requesting to place student teachers in the schools. One of the more critical areas here to have the board consider, is to invite parents into the buildings for parent/teacher conferences. Protocols include parents coming in small groups, sitting with the teacher, and after the conference the teacher can wipe down the area. Maintenance staff will then deep clean the entire building after conferences end. It would be optional for parents, and some are not yet comfortable. We would need to monitor to make sure we don't have people congregating in the building. Another critical part of the educational process is presenters, and we would allow some of those parties to return with appropriate COVID protocols. He also wants to encourage the Board of Trustees and key persons to participate in walk-throughs again. The district would need some side boards around this and will need to maintain the students going to the providers, provide a dedicated room for DOE, make appointments for the students, and maintain basic structures but expand to allow access. Ida Gustin believes it is a good idea to be able to provide the additional assistance for students who need the extra help. She recognizes it's a big step to open as much as we want to and still protect our kids. We need to reiterate the option for kids to wear their masks without being ostracized. There are still parents leery about allowing kids at events. Amanda Johnson added – she is one of those leery parents and her son played football, but she believes precautions can be taken to open a bit more. She thinks Upward Bound is an awesome program. Paul Daman agrees with Ida Gustin that if we open more cautiously and if things

start to turn on us, we can backtrack. We started the year more open than some wanted, far more open than Washington state. We are feeling ourselves through this and determining the balance as we move forward. Ryan Ortivez asked about the restrictions and expressed concern we don't know where the visitors have been. What if someone tested positive but hasn't done the contact tracing. Is it possible to require visitors to wear masks? At least for outside people as we don't know anything about people coming from outside the district. Mr. Mitchell fully supports what Mr. Ortivez is asking and said there were a couple of occasions when we were working with DOE, and he will give DOE a lot of credit – no one follows protocol better than DOE, but even with all that caution, we still got bit by someone asymptomatic. Discussion was held. Mr. Mitchell stated we expect visitors to wear masks, for example, the facilities people who have toured the buildings to assess the HVAC system and he has no objections to requiring masks of any visitors in buildings. Ryan Ortivez is concerned about people coming from outside the community. Mr. Mitchell will require any visitors, including, U of I support staff, DOE employees, student from EWU or U of I, any of those groups, facilities people, as well as educational presenters, to wear a mask.

- Staffing – we are down one person in transportation, one in maintenance, classrooms continued to be a problem because of no substitutes and we are short several paraprofessionals to begin with. As a result of increasing the sub rates we talked about, we got inquiries from states far way, but not too many locally. Discussion was held on trying to recruit from Washington state and trying new graduates as the semester ends at the college level.
- Michelle Renfrew addressed the board relative to food service, as that department is hit hard by COVID. There are supply chain issues this year and expect those to continue well into next year. We have food shortages, supplies can't be moved throughout the country, and we are anticipating greater shortages. Last week it was announced that URM will stop delivering to K-12 schools in Washington and Idaho. This is particularly worrisome since URM was the last food distributor to offer delivery. The food service directors will meet as a coop and discuss some options. The directors will put bid information together next month, much earlier than normal years. She has concerns about price gouging if there are no competitors. Mr. Daman believes someone will have to step up. That is Mrs. Renfrew's hope as well. The department has started doing a lot more cooking from scratch and baking. This is resulting in better tasting foods and much less waste.
    - Mrs. Renfrew reported she was awarded a grant from Dairy West for a breakfast cart in the amount of $2,600. This will go the high school for grab and go meals. Hopefully this will feed kids who aren't coming to the cafeteria.
    - The elementary was awarded a six-pan steamer costing $7,794.99.
    - Mr. Mitchell stated despite all the challenges, there are some positives happening in food service. The shortages are nationwide. We may have some challenges yet, such as storing large amounts of food.
- We have now been able to work with Marimn to get **mental health suppor**t staff in the buildings. They are now working with specific students and establishing a routine.
- **ESSER Funds – Learning Loss:** In ESSER-III, 20 percent of funds must go to address learning loss. This is about $400,000 over the course of the next two years. Mr. Mitchell advised the district is ready to move forward with the plan for utilization of learning loss dollars provided by ESSER. This will provide a certificated staff member (to be hired) at both the elementary and secondary levels who will provide a

tutoring structured learning lab during and after school hours. Transportation will be provided to certain points within the district at 5:00 p.m.

- **ESSER Funds – Facilities/HVAC:** Early last spring, Mr. Mitchell brought in some facility managers to identify needs within the district. This was followed up with Dr. Rich Bauscher, a facility planner, who reviewed findings and concurred. The ESSER funds have recently become available for this. He was contacted by Apollo Solutions. The district recently advertised a Request for Qualifications for Energy Savings Performance Contracting around HVAC. Mr. Mitchell advised two responses (Exhibits "C" and "D") were received. Both companies – Apollo and McKinstry, are very well qualified and Mr. Mitchell would be happy to work with either of them. He reviewed the qualifications, experience, and strengths of each firm with the Board of Trustees. What separated the two candidates was the difference in how they reacted when looking at the elementary school. McKinstry specifically brought their service person back to look at the elementary system again. They asked a lot of questions and talked through various concerns that they could anticipate based upon how the system is set up. McKinstry's service department is in Spokane while Apollo's is in Kennewick. Discussion was held. Mr. Mitchell recommended McKinstry based upon the experience with school districts, references, familiarity with the schools in this region, and the location of the service department. Marlow Thompson moved to select McKinstry as the Energy Savings Performance Contractor. Ida Gustin seconded. All members voted yes.

Board Business

- **Pathways –** Mrs. Hall reported a consultant has been hired to work on the branding and development of Pathways. She brought in a designer, and they are moving forward with branding and public relations for the CTE programs.
- **Strategic Plan**:
  - Jennifer Hall and Gabrielle Hensyel addressed the board regarding data for the secondary (Exhibit "D"). This year has been a hard start for the students. Some students are expected to move up a grade level after completion of the first trimester if they complete the necessary coursework. These students lost 18 months of education between the initial shutdown and then starting last year in the pods. At this point, COVID seems to have had the biggest impact on the seniors. This past year, summer school was prioritized for freshman and sophomores immediately after school was out and Jump Start was prioritized for juniors and seniors prior to the start of the school year. Discussion was held on student mentors. The counselor is looking at bringing in graduates to talk with the younger students.
  - Dani Boyd addressed the board regarding data for the elementary school (Exhibit "E"). She explained the data tracker. Some of our students have excessive absences, some of which are related to COVID or quarantine issues, but some do not. The Professional Learning Communities are very intentional in their collaboration and data interpretation. It comes back to four questions: What we want them to learn, how do we get there, what if they aren't learning, and what if they've already learned it, i.e. How do we accelerate their learning? Discussion was held. Mr. Mitchell commented he is particularly excited to see this year through. Having been at the elementary he has seen what they have been through. Before the pandemic hit, the teachers and students were set for much higher achievement. When the students came back in the fall, they had slid quite a bit, but it showed they had grown quite a bit from where they were prior to the pandemic. Mrs. Boyd advised the students and teachers met the IRI goal that was set for them last year.

- Parent Survey Questions (Exhibit "F") were reviewed. These will be given to parents at conferences and reviewed at the December board meeting. Marlow Thompson moved to approve the questions as presented. All members voted yes.
- Mr. Mitchell requested board members schedule walk-throughs of the buildings.
- Surplus Equipment: Tami Gauthier moved to declare the property (Exhibit "G") has a value of less than $500.00 and to allow district staff to dispose of the property in the most expedient manner possible. Ida Gustin seconded. All members voted yes.

- **Trustee Zones/Rezoning** – Karyn Stockdale updated the board relative to rezoning per the results of the 2020 Census. She has been working with the ISBA and Quadrant Engineering to bring all the zones into statutory population requirements. Mrs. Stockdale reviewed the most recent proposal which was sent last week to the engineers.
- **Policy Review** – The board held a first reading on the revised 7000 Series of the policy manual (Exhibit "H").
- **Negotiations -** Norma Campbell addressed the board regarding the Negotiated Agreement. The PWEA met today and had questions about the language on Article 10-2 of the Negotiated Agreement. Norma Campbell provided a comparison of what they thought the article should read (Exhibit "I"). Discussion was held. The parties will reschedule to come to agreement of the language on Article 10-2.
- **Personnel** –Marlow Thompson moved to go into executive session pursuant to Idaho Code 74-206 to discuss personnel. Ida Gustin seconded. Roll call vote: Tami Gauthier voted yes; Ida Gustin voted yes; Paul Daman voted yes; Sara Allen voted yes; and Marlow Thompson 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)(1)(a), Idaho Code, for the purpose of discussing personnel, upon advice of legal counsel that it is appropriate to do so. (8:15 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. (8:36 p.m.)

Items for Future Agendas

Negotiations	Pathways	Athletic Code
COVID Update	Facilities Planning/RFQ	Coaches Handbooks
Policy Review	ASB Report	District Data
ISBA Conference Report		

Meeting adjourned at 8:37 p.m.

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Paul Daman, Chairman Karyn Stockdale, District Clerk