PLUMMER-WORLEY JOINT SCHOOL DISTRICT NO. 44

BOARD OF TRUSTEES

RECORD OF PROCEEDINGS

The regular June 13, 2022, 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 Michelle Grossglauser, Tami Gauthier, Ida Gustin, Paul Daman, Jan Mitchell, and Marlow Thompson.

Also present was Russ Mitchell, Marcia Hoffman, Sara Allen, Karyn Stockdale, Jennifer Hall, Brighten Mullins, Cory Rivera, Ariana Havier, Kyra Baldwin, Alex Hodgson, Tami Dohrman, Jennifer Gates, Zach Sifford, Reyna Sifford, Charles Cohn, Michelle Cohn, Suzie Rozema-Reid, Harry Voves, Bonnie Voves, Mike Stolte, Cheri Zao, Chris Smith, and Tami Dohrman.

Paul Daman asked guests how many are present to talk about a levy and advised it will be addressed later in the meeting.

Communications

The board reviewed a letter of interest in the Zone 5 Trustee position from Chris Smith (Exhibit "A). The clerk advised a couple of other persons had made inquiry – one wasn't qualified due to residency requirements, one decided not to apply because of personal reasons, and another was pleased the district had an applicant and decided not to apply. Tami Gauthier moved to appoint Chris Smith to fill the position for the remainder of the term in Zone 5. Ida Gustin seconded. All members voted yes.

Chris Smith was sworn into office by the clerk (Exhibit "A").

Consent Agenda

Marlow Thompson moved to pull the minutes of the May 9, 2022, meeting. Jan Mitchell moved to approve the remainder of the Consent Agenda (Exhibit "A"). Tami Gauthier seconded. Ida Gustin abstained. All other members voted yes.

Marlow Thompson wished to clarify on Page 4 of the minutes for May 9 which state that school begins after Labor Day. Specifically, school begins September 6, 2022. Marlow Thompson moved to accept the May 9 minute as corrected. Chris Smith seconded. All members voted yes.

Recognition of Guests

Mrs. Hall introduced the newly election ASB Officers – President Corey Rivera, Vice President Ariana Gorr, Treasurer Brighten Mullins, and Secretary Kyra Baldwin.

Mr. Mitchell reported Michelle Renfrew has been named Employee of the Trimester and read the nomination. She has repeatedly faced nearly unsurmountable odds from numerous areas over the past two years but still manages to provide healthy and tasty meals to students.

Budget Hearing – Chairman Daman opened the budget hearing at 6:14 p.m.

Marcia Hoffman presented the **Amended Budget** for the 2021-22 school year. Mrs. Hoffman offered copies to the crowd. She provided a summary of the revisions (Exhibit "B*"). The District has a 3.253 percent contingency anticipated year end for the general fund. She stressed that ESSER/Covid funds are one-time funds that can only be used for specific purposes as dictated by the federal government. Ida Gustin moved to approve the amendments as presented. Jan Mitchell seconded. All members voted yes.

Marcia Hoffman presented the proposed 2022-23 school year budget (Exhibit "C") and provided copies to guests. She explained the budget and reviewed it in detail.

Mr. Mitchell briefly explained the COVID funds. ESSER-I was designated for preparation of COVID – supplies, sanitation, overtime for custodians, etc. ESSER-II was restrictive and had a given time frame to in which to expend funds. The district discussed this repeatedly over the past two years and held off as much as possible to save for facility projects. ESSER-III will also be expended for facilities. We have faced supply chain issues and a delay in getting approval from the State Department of Education for expenditures/projects. All districts are trying to gain approval at the same time. Every expenditure over $5,000 must have state approval and there is only one employee at SDE to do this.

Michelle Grossglauser asked for clarification on revenues sources, what are the main sources we can expect revenue from and do we always get what is expected. Mrs. Hoffman explained we never know final amounts until July 15 of the following year, i.e., final payments are made and calculated in arrears. Staffing changes from what is budgeted, and unit funding changes because it is based upon average daily attendance. During COVID, the past year and this year, the state changed to enrollment-based attendance, however it is anticipated the state will return to average daily attendance funding next year after the legislative session.

Mr. Mitchell advised the three largest revenue pools over the past three years are state, Impact Aid (very unpredictable – can expect to receive 50 to 95 percent of what is promised), and COVID funds (federal but flows through the state). COVID runs out in the very near future.

What does the district do when money is promised but doesn't come? Title I is down $40,000, Title VI down $10,000, and leadership funds have been eliminated so they are down $40,000. The State has been supplanting budgetary requirements with federal dollars over the past two years. These have been one-time monies and there is concern about sustainability. Michelle Grossglauser clarified you can't spend the money any way you want, there are laws specifying how it can be spent. Yet we still have needs that must be met. Discretionary dollars have been reduced and restrictions have been

increased. The contingency fund is necessary just to stay afloat when revenues aren't received as promised. Mrs. Hoffman stated the contingency fund doesn't even cover a month of expenses. Ms. Grossglauser asked if we get money from the Coeur d'Alene Tribe. Mr. Mitchell advised Tribal Education donations are gifted to various educational entities but not necessarily any specific entity. This spring, we received this some monies for athletics, but we haven't received a check from the tribe in the last couple of years toward our applications. It is a gift and we do not budget for it.

The hearing was closed at 7:25 p.m.

Tami Gauthier moved to approve the 2022-23 budget as presented. Jan Mitchell seconded. All members voted yes.

Superintendent's Report

COVID-19 Update – During the 2021-22 we increased **certificated sub pay** to $150 per day. Other districts quickly followed with increased pay for sub. Using ESSER dollars, we increased to $150 for this past school year. Mr. Mitchell proposed to extend this for another school year utilizing ESSER funds. Tami Gauthier moved to maintain certificated subs at $150 per day. Ida Gustin seconded. Paul Daman clarified that this helped quite a bit. Mr. Mitchell stated we had more certificated subs than in the past school years. We are handicapped in competing with Washington districts for substitutes. All members voted yes.

When COVID hit, staff had to use significant amounts of accrued leave. The district implemented at COVID-positive leave for any staff member testing positive for COVID-19. This is now expiring, and Mr. Mitchell recommended allowing this to lapse at this time. The substitutes were paid for by ESSER funds. He believes we need to see how the medical community evaluates it before school starts in the fall. We will also have to approve our reopening plan.

We had a lot of staffing shortages last year but great success the last two years with food service and transportation covering for each other. We will be short of employees in transportation, food services, and instructional personnel. It will continue to be problematic for us.

Federal Holiday – Last June, President Biden issued an order declaring June 19 to be a federal holiday (Juneteenth) and it has since been adopted as an Idaho state holiday as well. It recognizes the day when federal troops arrived in Galveston, Texas in 1865 to take control of the state and ensure that all enslaved people be freed. Mr. Mitchell recommended recognizing the holiday for full-time year-round staff. Ida Gustin moved to approve Juneteenth as a paid holiday for year-round staff. Chris Smith seconded. All members voted yes.

Supplemental Levy Response – Mr. Mitchell advised part of the levy was intended to pay for safety and security measures, including repairs and updates to the camera surveillance system. Prior to the last levy, the server failed and could not be brought back. We currently have a server on loan from Ednetics which is licensed through August 15. These are used for contact tracing, vandalism, investigative

procedures, etc. The server is ten years old and must be replaced to maintain safety and security. We've been in contact with the State Department to inquire if we can use COVID dollars for this purchase. It is stretch but we have a verbal commitment to use it at this time. Estimated costs have already increased by $6,520 but we must have a camera system. This exceeds the $25,000 purchasing authority for the superintendent. This would include the install, the software, the entire package, and licensing for three years. We have issues with cameras which cost anywhere from $300 to $600 each and need to be replaced. He requested board approval for $31,520 to purchase a server through ESSER-II funds. Tami Gauthier moved to approve the request to purchase the server as presented. Chris Smith seconded. Mr. Mitchell commented the ESSER-II funds were being held back to cover additional expenses with the HVAC project. This will cut into any reserve for the HVAC project. Paul Daman commented security is extremely important and must be a high priority. All members voted yes.

Health Insurance – Mr. Mitchell provided the board members with a comparison of health insurance plans (Exhibit "D") which had been reviewed by the committee. The committee looked closely at the existing plan and at Option 1 which has some differences but is still a very good plan at a slightly reduced cost to the district and to employees who insure dependents. The committee wanted to survey staff to get input on the plans, but unfortunately, with the levy failure Mr. Mitchell recommended the district move to the less expensive plan (without conducting the survey).

Staffing – Mr. Mitchell addressed the board relative to staffing needs. A couple of teachers resigned that were looking for jobs elsewhere, and we had some retirements, etc. One kindergarten teacher left, two second grade teachers left, one third grade teacher, one fifth grade teacher, a librarian retired, we have paras who have departed, food service departed, a counselor, two English teachers, an Instructional Coach departed, and math teacher has already been replaced. He met with staff face to face and spoke with them prior to year-end. Some left for other purposes, but some for lacking confidence the levy will pass and driving with cost of gas is too expensive. Most of our certificated staff commute – some from Potlatch, St. Maries, Athol, CDA, Spokane, and the district has been depleted of staff to the point we are needing to hire.

We posted an Elementary position in March with only one applicant. We need to hire three elementary teachers at a minimum. If we get to one teacher at each grade level, the class sizes are large, and the classrooms are smaller than the amount of room students need. The school was constructed without any input from the district and the classrooms are smaller than recommended by facility experts. Classrooms are designed for 24 kids per room. Only one of our classes will have less than 24 students per class. One will have 34 students.

The district is doing its best to fill the positions and have posted at colleges and universities nationwide. We have cut one English position. Post Falls is looking for 60+/- employees between paras and teachers. The pay disparity between Idaho and Washington is large but there is nothing we can do about that. In some areas of the state, teachers are abandoning their contract. Periodically, we have had to hire

teachers who haven't completed their student teaching yet. We may have some fairly inexperienced teachers in the fall. We are working hard to get classrooms back up to where they need to be.

ESSER Facilities Update – we will have less reserves on hand for unexpected expenses due to needing to use some to pay for the server reference earlier in the meeting. Mr. Mitchell explained the district had the facilities assessed professionally. The number one priority would be HVAC systems. 25 years ago, there was an initiative to provide updating heating and cooling at the middle school building. Four units were installed in phase 1. Phase 2 wasn't completed due to funds, so the remaining heat is electric and has no cooling. Those units have outlived the lifespan – two no longer operate, one works occasionally, and the last one works so far. We used heaters in the hallways with fans and used residential heaters in the classrooms. The gym and cafeteria had heat. HVAC is an allowable expense under ESSER funds. The two classrooms at the Ag building have rooftop units that are functioning but nearing life expectancy. The printshop also needs some sort of circulation. The shop stays cool but needs a heat source. At the high school, the boiler was installed in 1980 and works most of the time. There is no air conditioning in the high school building. Movement of air is a problem. ESSER funds can be used for a variety of things, with HVAC being one of them. We can also use it for window replacement, but we won't have enough money to cover those. Doors on the back side of the middle school either stick or won't latch, and this is affected by heating and cooling. This is a safety issue. Those are original doors. Windows and doors are inset inside the brick. Because of the design, it will cost between $4-5,000 per door/window set. There are plenty of needs, but the district settled on the HVAC as being the biggest need. This will cost $1.8 million on HVAC alone.

Mr. Mitchell advised we have looked at the results of the levy, but don't have the specific details yet. Now the counties have sent out new assessments in Benewah and Kootenai Counties. The good news is that the district ran it at $.83 per $1,000 on assessed valued, which is the lowest in the area. At some future date, if the board decides to run a levy, we are looking for a set amount of dollars, the levy rate will change. Today it would be $.53 per $1,000 of assessed taxable value. The district would be requesting the same dollar amount. Paul Daman clarified if the levy had passed at the $.83 as advertised, just because the assessed value went up, the tax rate would have dropped to the $.53 rate because the dollar amount is set. The variable is the number of houses being built. The assessed value has no impact on this particular levy because the amount requested from taxpayers will be the same.

Mr. Mitchell reported that numerous phone calls to SDE and Tax Commission to determine what does the revised assessments do to the bond. Because this was a state-imposed bond, the state sets the rate, and you live with the state rate. In the calendar year 2023, the building will be paid off, and based upon what we are being told, it should be the first half of the calendar year. The discussions we've had since fall 2020, when all other districts decreased in enrollment, Lakeside actually increased in enrollment. There is authority for the board to apply an emergency levy in the fall based upon increased average daily attendance. The board elected not to tax people additionally when given the option in the fall. In spring of 2021, everyone else was running a levy but again the board declined to tax the patrons of this community and delay the election a year due to the flexibility of some of the ESSER funds. In the fall of

2021, we could have also applied an emergency levy, but the board again declined. In March, the levy failed by 29 votes and by 82 in May.

Mr. Mitchell advised that he is opposed to fundraising because he doesn't like to make door to door salesmen of our children. He has been approached by the community and asked if they could fundraise. This happened after March election and now more people are approaching him again. Parents and students feel helpless at this point – what can they do? Can we start raising funds for athletics? As part of the plan, he has set forth, with the worst-case scenario we would still have varsity high school sports with limited travel, but post season is in question. JV and middle school are not funded at this point. He believes we owe it to the students and parents of this district to let them do what they need to do. He would approve it and give them the opportunity to raise funds for their sports. He finds it distasteful, but he can allow it unless the board is opposed.

Ida Gustin and Tami Gauthier stated the biggest fundraiser was the auction. She has heard from middle school parents that without sports, their children will attend tribal school. Other districts have tried to recruit our athletes and also have tried to recruit teachers.

Marlow Thompson moved to reconsider the failed motion as listed on page 3 of the May 24, 2022, minutes and if this motion should receive a second, he would like the floor following. Ida Gustin seconded. Paul Daman explained parliamentary rule and stated a failed motion can be reconsidered if someone from the winning side moves to reconsider it. Marlow Thompson stated at that last meeting he voted no, and he believes that vote needs an explanation. There were only four members present, just barely a quorum. To address an issue of this magnitude, he felt the issue should come to the floor before the entire board. He is in favor of this if it should come to a vote. He stated his family has voted in favor of every bond or levy that has come before the district for the past forty years and he plans to continue. Michelle Grossglauser stated after doing much research and asking lots of questions, she has also changed her mind. All members voted yes. Motion passes unanimously.

Paul Daman stated the proper way to address this would be a motion on the floor to be discussed.

Chris Smith moved to run the levy again. Ida Gustin seconded. Paul Daman asked for discussion from the board. Paul Daman addressed the guests and asked them to keep their comments brief. Zach Sifford stated he has two children in the district and says the administration and staff are phenomenal. The quality of education is awesome, and they are thankful. He believes sports are more than just sports. Sports are about discipline, teamwork, commitment, grit, work ethic, character, and so much more. He also believes we need a full-time SRO in our school as we have a soft target here by law enforcement standards. $30,000 is worth more than his kid's safety. Mr. Sifford appreciates Marlow Thompson and Michelle Grossglauser reconsidering their votes. He believes we need an armed officer in our schools and believes we can pass this thing with local people involved. He is committed to help pass this thing. We can't control the false narrative but will spread the truth and why we are asking for the money. The board has a hard job, and he appreciates the commitment to our kids.

Paul Daman – in his view we have some hard no votes. It doesn't matter what the reason is for the levy, there is a group of people who vote no. We need to convince the soft yes, those that are complacent. He agrees 100 percent that security is important and recognizes that athletics is important. He is a graduate of this school. Students take a lot of things through life that are learned through sports. Athletics is a small portion of what this levy is needed to support. Everyone presents just heard our report on staffing. The district has a really good school and some really good teachers. He could also go into a history of graduates who have gone on and done really well.

Bonnie Voves spoke and said she is a resident of Worley. She stated when educating children about sex you teach them to respect individuals. Two times this year the district has asked and been told no. She asked if the district you bully and disrespect by asking again. She believes elderly people on fixed incomes are being forced to sell their homes because of property taxes and the sense of community is questionable when asking for money after being told no. She asked the board to please set an example for children and respect no when it is given.

Harry Voves stated he can address a slightly different issue on security. He does feel very strongly about security and will make an offer. He happens to have very good pricing with local sign company and would purchase signs that say staff are armed and trained and will use any force necessary to protect the children. He doesn't propose the need to arm the staff but will pay for the signs and present them to the head of maintenance to be installed, along with the fasteners. Paul Daman said we would take it under advisement and run it by the lawyers. Harry Voves stated he has seen other schools that have done this. Ida Gustin said signs aren't going to protect kids.

Michelle Cohn spoke and said she is resident of Plummer. Part of reason they are here is to think differently. This is a fundamental issue about how it is approached. Maybe there is a better way to look at it instead of asking taxpayers for their money. She questioned how many students are here, the annual budget, and if the district bound and determined to get the levy passed. Is it a marketing attempt with cameras, is it appropriate, and is it true? This is fundamental. Is it in the best interest of our community members, best interest of everyone, should we be working together? People didn't buy their house to afford higher taxes.

Susan Rozema-Reid stated instead of focusing on the soft yes votes, ask why there are hard no votes. People don't find the academics suitable for their children here. Many are paying taxes for year and not putting students in the school. The is the first meeting she has been to. The district might want to start talking more among us and community members, why people don't want to enroll their children here. People also pay for private schools or other districts. She would like to see more community workshops on this issue before a levy. She finds it offensive. She doesn't feel like there was outreach and it was virtually nonexistent.

Tami Gauthier asked Ms. Rozema-Reid if she has ever been in our school? She stated she has.

Charles Kohn stated he is resident of Plummer and spent 20 years in the military. His question to everyone is Lakeland Florida police wouldn't allow anyone to help, so how are cameras going to work? All of these incidents that have happened there was something else going on. Is there a better way to talk to a security company and do fund raising? We have an entitlement society where people won't work for sweat equity. He is going to do some research because he cares even though he got picked on by Native kids growing up. He still cares about these kids.

Paul asked for board comments. Michelle Grossglauser challenged those speaking out tonight to do their due diligence and research the facts. She has been coming to board meetings now for a year. This board, administration, and school is extremely transparent. All the information is available online. The district isn't hiding anything, and they are not spending money foolishly. Staff and teachers really do care about these children and give it all they have. They need the community support – can't do it alone. After you've done your due diligence and you have questions, she will make herself available as a member for her zone to come and tour the school with the superintendent. Mr. Mitchell just told you all the physical problems with the buildings. Look at them yourself. You may not have children at this school, but they are still part of your community. Invest in them in a positive way. Keeping the children off the streets and engaged in clean healthy activities and for their future – they are the next generation and investing in children raises property values. Otherwise, you will have crime – perhaps you haven't considered that.

Mr. Daman advised the district is prohibited from spending any resources to promote a levy. Counties are required to publish the election notices.

Alex Hodgson stated if you follow the district's social media account it provides pretty accurate information.

Ida Gustin stated investing in kids is going to profit the community. Whether or not you have kids here. Her own daughter graduated in 2000 but just because she is done with school, it doesn't stop her from coming to events and being part of the community.

A patron stated there is a misconception is that people who have questions don't appreciate the method and have some philosophical issues with public education. We don't disvalue children, educators, and volunteers. -They spend double the money helping education and children, donating, charitable giving, etc. It's not an indicator of how they feel.

Alex Hodgson stated the district has a limited number of times to run the levy. This is the last chance that we have to run it for this school year. The district is advertising through social media, its Facebook page, and email. People are sharing the information as well. It isn't being hidden. She believes people know when the elections are.

Chris Smith stated Ms. Hodgson is right, Facebook is out there. There were posters and flyers put up around the community. If you aren't in the community or going places in the community, such as the

library, bank, or other locations, you might not have seen the posters. It explained the levy, what it was going to do, for what the funds were going to be used. Athletics are crucial to some students. Teachers are more crucial, and we need this levy to pass. She talked to several people who didn't know about it so they didn't vote but would have supported the levy.

Marlow Thompson has really appreciated everyone who has spoken here. He has listened as senses a degree of frustration. If people want a different approach, tell us what it is. We will listen, whether we can do it or not. He does bristle when this district is criticized for its lack of academic achievement among the students. That really troubles him. His wife taught in this district for 21 years and after that he came on the board. His children went to school here. All three graduated from this school. All three went on to get college degrees, even an advanced degree. He has even had a few grandchildren go through this school. He will defend this school even with its imperfections. You will have to go a long way to find a perfect school. We want to be servants and please as many of you as possible. He appreciates everyone being here. It's really great people are coming forward. Sports is a small part of what we need the levy to support. It's one that people want to talk about but it's a very small part of what is needed.

Paul Daman asked for a vote. All members voted yes. Paul thanked everyone for being here and their comments.

Health Insurance – in an effort to save money for the district, the health benefits committee and professionals met and reviewed options for coverage. Mr. Mitchell is recommending moving to a lesser plan. It will adversely affect staff, but it is a cost saving measure. (Exhibit "E"). Discussion was held. Tami Gauthier moved to approve option 1. Chris Smith seconded. Marlow Thompson asked how much more costly this will be to our staff than what we have had previously. Mr. Mitchell advised staff will now have a deductible. All members voted yes.

Board Business

Strategic Plan:

Pathways – Mrs. Hall provided an update on Pathways (Exhibit "F")which was started only a year ago and has grown tremendously. ASB is part of each board meeting. Mrs. Hall reviewed the Pathways program which was designed to bring back trades and industry with business minded models, knowing that college and career readiness numbers were down. The career exploration encourages students into other tracts which may include career and technical or academic and post-secondary/dual enrollment. A number of students were dual enrolled through the colleges this year and did incredibly well. Discussion was held.

- **District data** - Jennifer Hall presented data from the Jr/Sr High School (Exhibit "G"). Mrs. Hall reviewed the Edulastic results for all grades. She has been pleased with the improvements she has seen this year academically, but we still have work to do with attendance. COVID was hard on these students, but they have powered through. The juniors went from zero percent proficient in the beginning to 62 percent in the spring.
- Michelle Grossglauser attended the ISBA Leadership Institute and reported.
- **Policy Review** – The board held a first reading of the 3000 series (Exhibit "H").

Negotiations – Marlow Thompson moved to go into executive session pursuant to Idaho Code 74-206(1)(b) to discuss labor negotiations pursuant to Idaho Code 74-206(1)(j) and Idaho Code 74-206(d) to discuss matters exempt from public disclosure. Chris Smith seconded. Roll call vote: Michelle Grossglauser voted yes; Tami Gauthier voted yes; Ida Gustin voted yes; Paul Daman voted yes; Jan Mitchell voted yes; Chris Smith 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(1)(j), Idaho Code, for the purpose of discussing labor negotiations and Idaho Code 74-206(d) to discuss matters exempt from public disclosure, upon advice of legal counsel that it is appropriate to do so. (9:46 p.m.)
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> 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. (9:57 p.m.)

Special Meeting prior to July 11 to approve the resolution.

Items for Future Agendas

District Data	Pathways	Athletic Code
Handbooks	Facilities Planning	Coaches Handbooks
Policy Review	ASB Report	Supplemental Levy Update

Meeting adjourned at 10:00 p.m.

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Paul Daman, Chairman Karyn Stockdale, District Clerk

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