

JAMESTOWN PUBLIC SCHOOLS  
Regular Meeting  
Unofficial Minutes.

4:00 pm Teacher Leadership Academy presentation to school board members.

5:15 pm on Monday, November 20, 2023 in the Thompson Community room in the Middle school, 203 2 AVE SE, Jamestown.

Present, Heidi Larson, President, Dan Tweten, Vice President, Jamie, Bear, Melissa Gleason, Diane Hanson, Gayle Nelson, Aaron Roberts, Jason Rohr, Steve Veldkamp, Robert Lech, Superintendent and Business Manager, Kristi Grounds.

Guests: Pam Schmiededberg, Tami Maus, Anita Frey, Joan Kramlich, Adam Gehlhar, Tricia Gaffaney, Deann Gergen, Beth Fritz, Sadie Lech, Sheena Neys, Jennifer Kross, Juanita Hertz, Larinda Hirschhorn, Sara Haufschild, Kara Paiement, Marlene Langbehn, Luke Anderson, Darby Heinert, and Gabby Tweten.

President Larson called the meeting to order.

Mrs. Bear moved, seconded by Mr. Tweten to approve the consent agenda which consisted of November 6, 2023 regular school board meeting minutes, November 13, 2023 school board retreat minutes, November 14, 2023 strategic plan committee meeting minutes, payment of bills, pledged securities and November 13, 2023 health insurance committee minutes. Roll call with unanimous "yes" vote. Motion carried.

The board recognized Gussner Elementary administrator and staff for being awarded a Blue Ribbon School. Mr. Anderson, Gussner Elementary Principal, reported on the process to be nominated for this award.

Gabby Tweten, Co-Chair President of Student Council, reported they did a hat day and raised \$400.00. The money raised went to a family who had a house fire. She reported the state convention is December 10-12. Heidi McDonald will be running for state board.

Mr. Darby Heinert, High School Principal, and Mr. Mike Armitage, Technology Director, reported on the security updates to the infer structure at the High School. They are currently doing security updates to Transition House and Career and Technology Center. Future plans are to update all buildings with the same program.

Superintendent Lech reported that every administrator is on a 3-year rotation to receive a 360 profile feedback. This is an opportunity for staff to share perspectives. The administrator will have the opportunity to reflect on improving building culture/climate and grow professionally.

Superintendent Lech reported on the inclement weather process. We have a process: event #1 – grade day, event #2 – make up day, event #3 – make up day and any event further the district would consider virtual. The District will do virtual learning sparingly because it is not a replacement for in-person instruction. He also discussed non-emergency support staff communicated concern over lost wages during virtual days. Superintendent Lech reviewed the district does receive state/local revenue those grace/virtual days. He believes the best practice moving forward would provide a day wage for those non-emergency support staff during grace or virtual days and will bring more information to share with the board in the near future.

Superintendent Lech reported on the pay schedule is the 20<sup>th</sup> of the month. New support staff may wait up to 6 weeks prior to receiving their first payment. A plan moving

forward is to change to twice a month similar to coaches' schedule of the 10<sup>th</sup> and 20<sup>th</sup> of the month. We hope this will help us more with recruiting and retaining our support staff.

The district is working with Vital Network to analyze our system to improve daily organizational practices and employee engagement in an effort to reduce educator burnout and increase retention. This partnership is through the Department of Public Instruction that is fully reimbursable.

Superintendent Lech has been appointed by the governor to the Teacher Recruitment and Retention Task Force.

Superintendent Lech reported the ND Study Council is engaging in a state-level salary study. Mrs. Grounds reported the data would be from several school districts across the state and also our own district comparison. The cost would depend on the number of districts that make a commitment to this study. Mrs. Grounds estimated cost at \$8,000 at this but changes with the number of participants. The board has had discussion on this pay schedule in the past and this would be a good way to answer those questions.

Superintendent Lech reported the Transportation Consortium bidding will meet on December 21<sup>st</sup> for bid opening. President Larson will appoint a board member to represent the board during the bid opening.

Superintendent Lech reported the High School received the Choice Ready grant. Unfortunately, James Valley Career and Technology Center and the James River Special Education Consortium grants were not funded. The district is requesting approval to submit a ND Regional Workforce Impact grant. This grant would fund the infrastructure to allow for a childcare center at the JV Career and Technology center. If the grant is awarded, the district would need to further study capacity, interest, costs, impact, etc. The board would ultimately determine whether the plan should be approved and accept or decline the grant.

Mrs. Nelson moved, seconded by Mrs. Gleason to approve the submission of the North Dakota Workforce Impact Grant. Roll call with unanimous "yes" vote. Motion carried.

Mrs. Hanson left at 5:55 pm.

Mr. Veldkamp moved, seconded by Mr. Roberts to approve the budget revisions.

Program	Current Budget	Budget Change	Revised Budget
<b><u>REVENUE</u></b>			
ARP HOMELESS GRANT	\$0.00	<b>\$21,610.00</b>	\$21,610.00
<b><u>EXPENSE</u></b>			
TRANSP-ARP HOMELESS	\$0.00	\$6,610.00	\$6,610.00
SUPPL-ARP HOMELESS	\$0.00	\$15,000.00	\$15,000.00
<b><u>EXPENSE</u></b>			
SUPPL-TITLE I-ROSE-FAMILY ENGAGEMENT	1,979.75	(1,979.75)	\$0.00
STUDNT TRANSP-HOMELESS-TRANSP SRV	2,000.00	(2,000.00)	\$0.00

Roll call with unanimous "yes" vote Motion carried.

Mrs. Grounds provided the general fund balance sheet and the monthly financial reports for the board to review.

Mrs. Gleason moved, seconded by Mrs. Bear to approve the release of contract for Mr. Frickle. The board discussion was concerned for the position to be filled and the use of benefits the employee can use. Roll call vote: Bear, yes; Larson, no; Rohr, yes; Nelson, no; Tweten, no; Roberts, no; Veldkamp, no; Gleason, no. Failed 3-5.

Mr. Tweten moved, seconded by Mr. Roberts to approve the release of contract for Mr. Frickle on the condition of finding a replacement. Roll call vote: Larson, yes; Rohr, yes; Nelson, yes; Tweten, yes; Roberts, yes; Veldkamp, yes; Gleason, no; Bear, no. Passed 6-2. Motion carried.

No further business, President Larson adjourned the meeting.