

## RECORD OF PROCEEDINGS

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**Joint Hagerman School District No. 233  
Gooding and Twin Falls Counties, Idaho  
Minutes of Regular Board Meeting  
April 18, 2022**

Prior to the start of the meeting, Chairman Whitmarsh explained that the meeting is a board meeting held in public, not a public meeting. He went over the protocol for public comment and encouraged anyone wishing to speak on anything on the agenda to fill out a request form.

Chairman Whitmarsh called the meeting to order at 6:03 p.m. in Room 7 of Hagerman Jr.-Sr. High School. District Clerk Cathy Bridwell took roll and a quorum was present with other board members in attendance being Phil Gossi, Jamie Turner, Brian Moore, and Dagny Bogaard. Also present were Superintendent Dr. Jim Brown, Secondary Principal Jaren Wadsworth, District Clerk Cathy Bridwell, and multiple other staff members, students, and members of the public. Due to limited seating in the board room, an overflow room was available in the library for the public to observe the meeting via Zoom.

Chairman Whitmarsh led the Pledge of Allegiance.

Moved by Trustee Gossi to approve the current agenda as presented; seconded by Trustee Bogaard; motion carried.

### Special Reports/Activities

Student/Staff Activity Report. Daniel Knapp reported on the state leadership conference held recently in Twin Falls. Six students won gold in agri-science, one received 3rd place in creed, a state degree and a Washington, DC, scholarship were awarded, and the team placed 4th in the CSI livestock judging.

Employees of the Month. Dr. Brown presented the certified employee award to Tammy Scott. Mr. Wadsworth presented the classified employee award to Melissa Boyd, who was not present.

### Consent Agenda

Questions: Are we keeping an eye on the plant facilities building fund to make sure the balance will be what it needs to be by the end of next year when the levy concludes? Yes. There is money in the state treasurer's investment pool and in checking. We still have to collect the second half of 2021-2022 and all of 2022-2023, so we will hit the target amount. Why is the athletic travel budget over? Paying for hotel rooms for state athletic competitions not previously budgeted. What was the \$1,000 to ISBA? It was for strategic plan training. Moved by Trustee Bogaard to approve the minutes of the March 14, 2022, regular meeting; the April 4, 2022, special meeting; the bills; and the financial reports; as presented; seconded by Trustee Moore; motion carried.

### Public Input

Several requests were received and all wished to wait until the item is discussed as per the agenda.

### Administrative Report

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Dr. Jim Brown showed pictures of the ARRGH students of the month and the student principal for a day, Cayden Beutler. He showed various pictures of students and activities in the elementary school and of community members and businesses who volunteered materials and time to the track project. Dr. Brown presented Istation benchmarks for reading, which indicated most students are continuing to show growth over the course of the school year. After-school tutoring continues to have more than 60 students participating. The 5th/6<sup>th</sup> grade Battle of the Books team won the regional championship for the second year in a row. Dr. Brown briefly went over the draft of the strategic plan focus areas that will be discussed at tomorrow's town hall meeting. No out-of-school suspensions occurred in either school for March. He also went over some upcoming maintenance projects. The propane tank vaporizer is not working correctly and needs to be replaced at a cost of more than \$14,000. Other less costly options could include adding tanks to increase surface area, buying a blanket for the tanks, or finding a vaporizer at a lower price. The servers are having issues and need to be replaced, and online enrollment availability for students is almost finished and will be ready for next year. The booster club donated a long jump runway, and the area was re-designed and prepared to add other field events at a later date. Dr. Brown thanked the booster club for their generosity. The trustee rezone adopted by the board earlier this year was approved by the state board and the district is waiting for maps and legal descriptions to put on the website. A committee met recently to talk about teacher retention and recruitment and came up with some ideas for making the district more attractive to prospective educators. These included helping staff with the cost of health insurance, switching to the state insurance plan, advertising the 4-day week, giving stipends to staff who teach multiple preps, giving family membership to the school weight facility, adding wellness activities, providing a duty-free lunch, hiring a permanent sub for each building and several other ideas. Dr. Brown asked the committee to consider replacing teacher comp time with pay for covering other teacher's classes, and also such things as paying for college credits for staff and planning PD for college credit on PD days. Dr. Brown also gave a brief report on recent legislation that will go into effect next school year. He is scheduled to have lunch with Trustee Bogaard tomorrow. Trustee Gossi asked why the track project wasn't approved by the board and Chairman Whitmarsh explained that it wasn't over the cost threshold that requires board approval and is a building-level decision. Trustee Turner also mentioned that she didn't know about the project until it was on Facebook. Trustee Bogaard asked if the recruitment and retention committee had prioritized their strategies. Dr. Brown said yes, that several were going to be implemented immediately in advertising for teachers.

Information Items

Medicaid Billing Report. Ellen Jadwin went over the current service providers for Medicaid billable services. She also explained how the services are broken down for billing purposes. Services must be provided for special needs students whether or not we can bill Medicaid for

those services. Some services are fully reimbursed and some are not. Mrs. Jadwin answered questions about funds received so far and noted that the district is caught up on billing at this date.

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Board Member Training. Trustee Moore went over a Board of Trustees Self-Assessment with the board. The form is available on the ISBA website and Chairman Whitmarsh will put it in a Google form for use by the board at a future date.

Dual Credit Courses. Superintendent Brown addressed the future of dual credit courses in the high school. Recent vacancies in high school staffing have brought more opportunities for dual credit courses in science and social studies partly due to the addition of a middle school position, which frees up periods in the high school for additional dual credit courses. The district is recruiting with the need for dual credit at the forefront of the interview process and is looking for highly qualified candidates. The board asked for a list of classes that the school might lose with the change in staffing. Trustee Bogaard asked about qualifications for getting approved through CSI to teach dual credit. Dr. Brown will provide this information at a later date. She also asked if the district provides stipends for those teachers who teach dual credit. At this time, that is not the practice but it could be going forward. Public Comment: Josiah Knapp spoke about the importance of having a good dual credit program. He asked for the board to provide a plan on how they intend to proceed with replacing those courses. Jessica Knapp spoke about how many students are going to be graduating with associate's degrees and she stressed how important it is to keep the dual credit program going. She is concerned that the schedule might not be conducive to these courses and isn't sure what the level of commitment is from the board and administration. These credits are \$75 each for high school students and are much less expensive than credits taken after high school. Cindy Kinder submitted a written comment expressing a need to have credits counted the same in high school as they are in college.

ESSER Fund Expense Update. Dr. Brown updated the board on the expenses to date in ESSER funding, how much is left, and when it must be spent. Public Comment: John Lopez asked if there is an itemized list of how the budgeted item amounts were calculated. It was explained that these amounts are estimates that will be refined through the strategic planning process. Dr. Brown reminded the audience that the town hall meeting is tomorrow at 6:00 p.m. Jared Hillier mentioned that Idaho Power has a "fix and replace program" that provides an engineer to look at existing infrastructure and formulate ideas for how it might be replaced. He suggested that the district might consider tapping into the program.

Action Items

Response to RFQ for Ag Building Addition. Daniel Knapp and Kirt Martin gave the board the one response to the RFQ from Design West Architects for the agriculture building addition for their consideration. Based on the fees included in the response and on input from trade experts,

Mr. Knapp thought that the money he has from a private grant would be sufficient. Trustee Moore moved to hire Design West to draw up the plans for the project. Motion died for lack of second. Moved by Trustee Turner to hire Design West to do the plans with a limit for now of \$50,000. Discussion: it might not be a good idea to tell them how much is available for the design; moved by Trustee Turner to amend the motion to say "\$50,000 to start the project"; seconded by Trustee Moore; motion carried. Chairman Whitmarsh called for a vote on the amended motion; motion was carried.

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State Health Insurance Plan. The staff survey returned by 28 staff members indicated 75% in favor of moving to the state health insurance plan. Moved by Trustee Gossi to adopt the state health care coverage for district staff; seconded by Trustee Bogaard; motion carried.

Transportation Contract. The current contract expires on June 30, 2022, and requires advertising for bids. Moved by Trustee Bogaard to advertise for bids for transportation with a bid opening date of May 18, 2022; seconded by Trustee Turner; motion carried.

Staff Premium Payments re. State Department of Education. Dr. Brown explained that the state has funded one-time premium payments for staff for this school year. There are sufficient funds to give \$1,000 payments to all administrators and certified staff. Classified staff amounts will be awarded based on hours per year. Moved by Trustee Moore to approve the staff premium payments based on the amounts given to the district by the state; seconded by Trustee Turner; motion carried.

Grounds Equipment. Trustee Gossi mentioned the need for a utility vehicle for the grounds and maintenance department and also said there is an old lawn mower that could be sold or traded to help defray the cost of the utility vehicle. Availability of utility vehicles is about a year out, so the purchase would need to be built into the 2022-2023 budget. Trustee Gossi will get the quote he received to the board at a later date. He also stated that if the district contracted out the snow plowing, it would be one less piece of equipment the district would need to own and maintain. Dr. Brown said that a snow plow blade could be attached to the utility vehicle if necessary. Trustee Gossi moved to dispose of the Kubota tractor, which has lawn and snow attachments and doesn't run; seconded by Trustee Bogaard; motion carried. Consensus of the board was to advertise to sell it for best offer.

Survey Policy and Procedure. Chairman Whitmarsh mentioned the need for a policy regarding surveys—when they are sent, to whom they are sent, and what the content should be. A recent survey that was extremely confusing for parents was sent out by the high school principal without the knowledge of the superintendent. Such a policy and procedure will help prevent this in the future. Trustee Bogaard said she felt it was important to define the intent of any survey and if meaningful action will be taken based on the results. Chairman Whitmarsh offered to

work with the ISBA to come up with a draft policy that would address all surveys and will have it for the next meeting. Jared Hillier asked what parents can do to get clarification on such surveys if they cannot talk to a board member. Chairman Whitmarsh replied that he would refer questions to the district office, as board members are not usually aware of day-to-day operations of the district.

Interview Committee Structure. Dr. Brown asked about adding a booster club member to the interview committee when varsity coaching positions are being considered. Current interview committees include a teacher from each building, an administrator from each building, and a parent. Dr. Brown would also include the athletic director in interviews for varsity coaches.

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Trustee Bogaard said it would be best to keep the extra committee member as a community member, rather than being specified as a booster club member so Dr. Brown can be flexible based on the position for which the interview is being conducted. Trustee Gossi asked how Dr. Brown decides what staff members are asked to be on the committee and Dr. Brown replied that they are selected based on the grade level of the opening. Community members can sign up to be on interview committees and will be chosen at random. Public Comment: Jessica Knapp commented on the need to have a good committee for hiring administrative positions. Dr. Brown noted that he is familiar with different protocols for hiring administrators. Trustee Bogaard thought it was important to give teachers an avenue to provide input into the process.

Annual Budget Hearing Date. Moved by Trustee Turner to set the annual budget hearing date for June 20, 2022, at the regular June board meeting; seconded by Trustee Bogaard; motion carried.

Contract Renewals. Venture Upward, the district's online program, renews automatically unless the board chooses to cancel it. Current enrollment in Venture Upward is 32. Venture Upward administrators are hoping to recruit up to 150 students next school year, while Dr. Brown is thinking it will be closer to 80. The enrollment in Venture helps the district hire more teachers. If enrollment goes up a lot, the district could possibly absorb one or both of the positions currently paid for by the levy, or hire additional staff. If enrollment gets much less, it would not be cost effective to the district to continue the program. Other options for virtual learning are available through IDLA if that were to happen. Moved by Trustee Moore to continue the Venture Upward contract; seconded by Trustee Bogaard; motion carried. The website hosting contract with Rinard Media is up in May. They have offered to continue service at a price of \$450 per month. The agriculture department will continue to pay one-fourth of the price through next year if the contract is renewed. Moved by Trustee Turner to continue the contract with Rinard Media for website hosting for \$450 per month; seconded by Trustee Gossi; motion carried. Moved by Trustee Moore to approve the speech-language therapy contract with Tara Toone for 2022-2023; seconded by Trustee Bogaard; motion carried. Moved by Trustee

Bogaard to approve the psychological services contract with David Standley for 2022-2023; seconded by Trustee Turner; motion carried.

Chairman Whitmarsh thanked the audience for their attendance and input and the board took a brief recess at 8:30 p.m. Moved by Trustee Bogaard to go into executive session as per Idaho Code 76-204(1)(a)(b) for the purpose of personnel; seconded by Trustee Turner; motion carried at 8:38 p.m. by roll call vote as follows: Trustee Bogaard–yes; Trustee Gossi–yes; Trustee Whitmarsh–yes; Trustee Turner–yes; and Trustee Moore–yes. Present in the executive session were all board members, Dr. Brown and Mrs. Bridwell. The board discussed personnel. Dr. Brown left at 9:35 p.m. and returned at 9:41 p.m. Dr. Brown and Mrs. Bridwell left at 9:43 p.m. The board continued to discuss personnel and returned to regular session at 10:40 p.m.

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Moved by Trustee Turner to offer teaching contracts for 2022-2023 to Chelsea Johnson and Valerie Chappell; seconded by Trustee Moore; motion carried.

Moved by Trustee Turner to accept the resignations of Lynn Arriaga and Galina Maki effective at the end of their contracts and to open these positions; seconded by Trustee Gossi; motion carried.

Moved by Trustee Turner to accept the resignation of Jaren Wadsworth effective at the end of the school year and to advertise for a secondary principal; seconded by Trustee Bogaard; motion carried.

Moved by Trustee Turner to approve unpaid leave for Leeland Johnson for the 2022-2023 school year as requested for religious purposes as per Title VII of the Civil Rights Act; seconded by Trustee Moore; motion carried.

Moved by Trustee Turner to renew Matt Cottam's contract for 2022-2023 including the same stipulations as last year for IT services; seconded by Trustee Moore; motion carried.

Moved by Trustee Turner to hire Leah Brown as a track coach retroactive to the start of the 2022 track season; seconded by Trustee Gossi; motion carried.

Moved by Chairman Whitmarsh to adjourn the meeting; seconded Trustee Moore; motion carried at 11:01 p.m.

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Catherine Bridwell, District Clerk