

## RECORD OF PROCEEDINGS

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**Joint Hagerman School District No. 233**  
**Gooding and Twin Falls Counties, Idaho**  
**Minutes of Regular Board Meeting**  
**August 15, 2022**

Chairman Bryan Whitmarsh called the meeting to order at 6:02 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, Dagny Bogaard, and Brian Moore. Others in attendance were Superintendent Dr. Jim Brown, Clerk Trainee Melissa Lemmon, AD Corey Bobryk and Jessica Knapp arrived at 6:09 p.m.

Chairman Whitmarsh led the Pledge of Allegiance.

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

### Consent Agenda

Question- Regarding the High School Sub Accounts. Asked about the Categories/Accounts and who is in charge of the account if no one is using it? Is there a time limit before it may get reabsorbed? Directed to Student Body policy. Student body president could contact the admin and make sure that they are informed on any fund accounts that are held for them. Moved by Trustee Turner to approve the minutes of the July 25th, 2022, regular meeting; the August 10th, 2022, special meeting; the bills; and the financial reports; as presented; seconded by Trustee Bogaard; motion carried.

### Public Input

Jessica Knapp requested input on all items on the agenda.

### Administrative Report

Superintendent Brown reported that the first annual golf scramble was productive and enjoyable. He informed the board that new High School Principal Bill Hicks received an award for VP of the year. Dr. Brown reported enrollment for the new school year has increased. We are in the process of finalizing the five-year strategic plan and will have a report on that at the next meeting. He informed the board about employee PD and training days that are coming up. Improvements have been made with painting and window replacement. Safety concerns regarding the elementary playground are being addressed. Our maintenance director can repair the main play equipment and gain a few more years of use. We have a plan to meet with building leadership monthly to direct concerns and improvements. The building leadership team consists of Terri Fisher, Shelly Regnier, Samantha Brooks, Dan Knapp, Cynthia Gonzalez, Bill Hicks, and Dr. Brown. That committee has designated what PD options were chosen. There will also be monthly meetings with business clerks and food service.

### Information Item

>Conceal Carry. Chairman Whitmarsh spoke about Conceal Carry and asked the district to look into how this may or may not work in Hagerman Schools. Various questions and concerns were voiced. Is Conceal Carry something that would make our staff feel comfortable? What are the surrounding school districts' policies? Do we have a concealed carry policy? Do we have a weapons policy? Currently no

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weapon is allowed on school property. Can we get a policy from the ISBA and then adjust and adopt it for our district? We may need to change our policy if we currently have one. There is a belief that teachers are in tune with their students and might recognize a risk before others. Also, teachers are hired to teach students, not provide security. There may be some merit in having staff that carry; however it is a huge responsibility, subject to liability, and would need to be on a volunteer basis. Would the staff feel comfortable knowing that another staff member is carrying? If someone volunteered to carry for our school that information would need to be confidential, and would have to include ongoing training. Law enforcement response time to a situation is a concern and could vary greatly depending on the location of law enforcement officers at the time. Jessica Knapp is interested in knowing how many potential disasters have been avoided by school districts having staff carrying. There are incidents of law enforcement waiting to enter a school during a crisis and lives were lost. Would it be a teacher or different staff member? Dr. Brown stated that in most districts the personnel that carry are oftentimes not teachers, as it is necessary that they remain with their class. The board is open to the idea of having staff members conceal carry, and would like to investigate the possibility. It was proposed to survey the staff before looking into Idaho Code as the staff may not be interested in having staff carry. This item will be discussed further at the next meeting.

### Action Items

>Fence Quote. Trustee Turner left the room at 6:37 p.m. due to familial ties to one of contractors. Trustee Gossi reported that he met with Rocky Mountain Fence and Dale Jensen Fencing. He also got a linear foot quote by telephone. The quotes were reviewed in depth. Butte Fence and Rocky Mountain quotes were higher than Jensen Fencing. Jensen wouldn't be able to start until January. If the district chose to haul off the existing fencing material it might be possible to reuse some of the old posts to surround the field during game nights. The new fence would not include the section of fencing in front of the elementary school. However, if it isn't visually appealing it may need to be changed. Gates were minimized for safety. The quote is based on a linear foot price so if less fencing is necessary then the final bill will be less. Trustee Bogaard moved to approve the quote with Jensen Custom Fence for the second option of used oil pipe fence, with the option to remove the old fence ourselves and use ESSER funds to fund the project. Trustee Gossi seconded and motion carried. Trustee Turner rejoined the meeting at 6:47p.m.

>Student Transportation Contract. Chairman Whitmarsh left the room at 6:48 pm as he is an employee of Mid-Columbia Bus Company. Trustee Moore assumed the chair in Chairman Whitmarsh's absence. The student transportation contract was reviewed and discussed at length. Dr. Brown informed the board that this contract is vastly different from the previous ones with C8 Transportation. Dr. Brown negotiated rates for extracurricular miles and snow days. Last year's overall cost with C8 Transportation was \$156,000 including all activities and trips. This new contract is \$217,345 for just routes and is reimbursable at 80%; however it does not include fuel or activity trips. Buses will be held at the bus barn in Hagerman as per the contract between Mid-Columbia and Tom Cooper. This is a five year contract.

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Question- Will the cost to us go up during the next five years? Answer- changes in the rates are driven by the Consumer Price Index. The new contract is under the state cap for reimbursement. Question- Does the district have to rent the tanks for storage of the fuel that we must purchase? Answer- Mid-Columbia has a contract with Tom Cooper and it is unknown if the rent for the existing fuel tanks is included. Trustee Moore moved to approve the Bus Contract; seconded by Trustee Gossi. More discussion was held regarding the cost of the contract, fuel prices, and fuel tank availability. Trustee Turner moved to revise the motion by adding "pending clarification on the fuel tanks"; Trustee Bogaard seconded; motion carried to revise the original motion. Vice-Chairman Moore called for a vote on the amended motion; motion carried. Chairman Whitmarsh returned to the meeting and resumed the chair at 6:59 p.m.

>Approval of Bus Routes and Safety Busing. Mid-Columbia has combined the bus routes from three routes to two, resulting in students riding the bus for up to 45 minutes longer. The school does not yet have the stops for the new bus routes. However, the routes must be approved in order to move forward with the contract. If bus stops are added, changed, or deleted after this date, those changes will come before the board for approval. Safety busing areas will remain the same and don't need to be evaluated for another year. Trustee Bogaard moved to approve the new bus routes and current safety busing areas for 2022-2023. Trustee Gossi seconded the motion and the motion carried.

>LEA ARP and ESSER Funds. The spending plan for ESSER Funds currently on the district website needs to be approved by the board for this school year. Question- What do the acronyms stand for? Answer- LEA stands for Local Education Agency, which means the district. ARP is the American Rescue Plan, and ESSER is Elementary and Secondary School Emergency Relief. No changes were recommended to our COVID protocol or the use of funds, although the budget on the website for the LEA ARP ESSER funds needs updated. No motion necessary.

>Improved Pay for Paras. Dr. Brown informed the board that prior to school starting we had many unfilled para positions. Para pay was added to the agenda so the board could discuss options and make decisions before setting the budget for next year. Options ranged from raising the para wage, which will also impact all classified staff, bonuses or incentives for employees, or adding benefits. Question- What is the career ladder? Answer- The career ladder is for teachers. The district has a classified salary schedule and every year of employment allows employees to move to the next step with increased pay. The increase each year is at least 2%. Question-What do other districts pay? Answer- Some surrounding schools have more Title 1 money and they can pay more and include benefits but unfortunately we can't compete with that. Entry level positions at other employers pay around \$15 an hour. Since the district uses federal funds such as Title I-A and IDEA Special Education to pay paras, the wages the district pays are based on the level of funding received. If expenses are more than funding, the general fund will have to pick up the difference. The board was interested in the idea of a bonus. There are typically eight paras in the district. A bonus doesn't impact everyone and that may be a plus. Question- What would the benefit package burden for us be if we provided benefits for those employees? Answer- The cost would be \$12,000 per employee for benefits, which makes it not affordable with current staffing levels. It was suggested that this issue be brought to the ISBA. The district could sponsor a resolution and then lobby for it. It has to be sustainable and equitable. Chairman Whitmarsh will follow up with ISBA. The Para role

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---

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is very impactful to the progress of students and the district wants to keep good employees. Current plans are to provide classroom assistants for grades K-5.

Moved by Trustee Turner to go into executive session as per Idaho Code 74-206(a)(b) for the purpose of personnel; seconded by Trustee Moore; motion carried at 7:21 p.m. by roll call votes as follows: Trustee Bogaard—yes; Trustee Gossi—yes; Trustee Whitmarsh—yes; Trustee Moore—yes; and Trustee Turner—yes. Present in executive session were the previously named trustees, Dr. Brown, Mrs. Bridwell, Mrs. Lemmon, and Corey Bobryk. The board discussed personnel. Dr. Brown removed himself from the session and board room at 7:22 p.m. Corey Bobryk left and Dr. Brown returned to the meeting at 7:32 p.m. The board discussed personnel and returned to regular session at 7:34 p.m.

Trustee Turner moved to hire Leah Brown as head track coach, Marika Clough as Venture Upward teacher; and Maria Hainline, Bobbi Bock, and Linda Friel as paras; Trustee Moore seconded; motion carried.

Trustee Gossi moved to adjourn the meeting and Trustee Bogaard seconded the motion. Motion carried at 7:37 p.m.

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Catherine Bridwell/Melissa Lemmon, District Clerk