

## RECORD OF PROCEEDINGS

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### **Joint Hagerman School District No. 233**

### **Gooding and Twin Falls Counties, Idaho**

### **Minutes of Regular Board Meeting**

**May 15, 2023**

Chairman Bryan Whitmarsh called the meeting to order at 6:15 p.m. in Room 7 of Hagerman Jr./Sr. High School. District Clerk Melissa Lemmon took roll and established that a quorum was present, with board members in attendance being Trustee Bogaard, Chairman Whitmarsh, Trustee Moore, and Trustee Turner. Trustee Gossi entered the meeting at 6:17pm.

Chairman Whitmarsh led the Pledge of Allegiance.

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

#### Special Reports/Activities

Student Activities >Hagerman track students spoke to the Board about the recent track season and highlighted what they most enjoyed.

Employees of the month> Dr. Brown recognized both the certified and classified employees of the month. Suzie Heller, the elementary school fourth grade teacher, was recognized as the certified employee of the month. Melissa Boyd, the high school librarian and attendance secretary, was recognized as the classified employee of the month.

#### Consent Agenda

>Trustee Turner moved to approve the consent agenda as well as the minutes from the April, 17th 2023, regular meeting; seconded by Trustee Moore; motion carried.

#### Action Items A

>The school district bills for May were reviewed along with the financial reports. >Question. In the Medicaid account it shows that the collection is at \$38,000 why is that? There is a payment waiting to process, and the only billing that funding will be received for are the students that are Medicaid eligible. The current medicaid billing team is doing a great job. >Question. Is there a special process to get Medicaid and SPED funds? That funding is based on an allocation and some Paras are billed out of it. >Question? Is the school teaching a fly fishing class? No, the AG department is teaching students how to make fly fishing rods. Moved by Trustee Moore to approve the district bills; and the financial reports; as presented; seconded by Trustee Turner; motion carried.

#### Public Input

No public input was requested.

#### Administrative Report

>Dr. Jim Brown reported that funding is moving from Enrollment to ADA. ARRGH students of the week and month were reviewed. The high school pirate pride students were reviewed as well. Istation testing results for grades K-6 were reviewed showing proficiency percentages from the beginning of the year to the end of the year. ISAT proficiency percentages for the year were also reviewed. Upcoming high school events were presented which included graduation, H-day, and the trip to Wahooz. The schedule for the upcoming PD (professional development) day in May was reviewed. Facility updates included the

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improvements that are scheduled for the summer. A few items on that list include furniture, carpet, stucco repairs, and paint. Bill Hicks added that a quote to improve the football field and correct a drainage issue will be presented at the June board meeting. The ISBA leadership conference is June 1st and the board is welcome to attend.

#### Information Items

>Defensive Weapons - Debbie Burr was unable to speak at the meeting. She provided the board with Xavier Charter School's defensive weapons policy to review. Xavier has staff that carry weapons for increased security. The board is looking into the possibility of approving staff members to carry defensive weapons. Upon reviewing the policy the board wanted to ensure that the term security officer isn't listed in the policy. Trustee Gossi talked to Gooding County Deputy Larry Green. He had some good points about NOVA (Nurturing, Opportunities, Values, and Accountability) principles for students and the benefits of instilling that before students go into junior high. Funding may be available with the ISBA that could assist in covering the cost of an SRO. Wendell has a security officer however Gooding doesn't. One possibility would be looking into employing an SRO that is split between Gooding and Hagerman. We haven't budgeted for an SRO however that may be something that the board would like to look into.

>Question. What would a split SRO schedule look like? It may be a good idea for that schedule to vary as a preventative measure. Student education for students entering middle school, perhaps at 7th grade orientation, may be a good option. >Question. Do we have any training classes for students? Dr. Hoffmann did two sessions this year with students. The content covered during those sessions included social emotional learning but nothing was specific to campus security. >Question. Do the teachers get information about that routinely? That is a focus area for next year and to bring in some ALICE training. >Question. Does the board want to move forward with this? The district doesn't have a current defensive weapons policy. The staff has been polled and the majority are in support of defensive weapons on campus. The long term planning committee could partner with the board and some staff to create a committee that would present a proposal for a new defensive weapons policy. Trustee Bogaard and Turner volunteered to sit on that committee. One staff member from each building was requested to sit on the committee as well. The district may have to pay employees to come in and serve on the committee. ISBA does not have a defensive weapons policy. Framework for that policy can be pulled from surrounding districts that currently have defensive weapons on campus. The insurance company recommended a security officer or SRO. >Question. Do we have an idea on the cost for a concealed weapon cost? Based on the information from the districts that were contacted it is about a \$5,000 start up cost and about \$3,000 ongoing cost due to supplies and training.

>Board Training- Cathy Bridwell spoke about the budget. Projected enrollment is what is needed to get an idea of ADA (average daily attendance) and start building a budget. An algorithm is used based on total student numbers and then backing into FTEs (full time employees). 20 students in the elementary and 12 students in the high school provide funding for one teacher. >Question. Where does the middle school fall into the algorithm? The funding changes in 7th grade to the 12 to 1 ratio. Protection funding and what that costs the school was reviewed. The surrounding districts came together and basically formed an insurance for funding that costs each of the schools a small percentage every year. That ties to

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units and funding is based on units. Small rural schools are working together to help change the formula. The usual ADA for our district has historically been around 95% over the years. What does a unit equal for staffing? Units drive salary and benefits. If you had to assign a unit a dollar value it would probably be somewhere around \$41,000. Units are funded based on the number of teachers you have. If you have units you have so many teachers and the state will then fund those staff members (FTE). >Question. Is the district going to be over or under the allowance for staffing? Last month it was projected that the district would be about .75 FTE over the funding allocation. With the new projected staffing and scheduling it is now projected that the district will be .25 FTE under the allowance. Things that are reviewed when creating a budget are: What costs went up? Along with spending trends from the prior years historical data. Is it more or less than what was budgeted last year? Are there any new big projects that need to be included in the budget? If the budget cannot be balanced, the board is notified. The budget hearing is done in June with the Board.

>Strategic Plan- Dr. Brown spoke about the levy vote that will be tomorrow and how that will affect the plans for the future. There is a long term planning committee meeting scheduled for Thursday after the election. There will be a breakfast with your student and the admin team will be out reminding parents to vote. There was a TV interview that aired trying to get the information out there. The gym remodel timeline may be a little longer than what was originally projected. This would be due to the collection time of funding, assuming that the levy passes.

>ITBS Presentation- The ITBS Committee came and presented to the Board. Viki Owsley spoke about the Idaho Tiered Behavior System. This recognized students' behavior through encouraging positive behavior rather than punishing bad behaviors. Currently the staff is getting training on tier one. >Question. Is this something that is integrated into every classroom with every teacher? Yes, it is shared with the staff in both buildings and along with the expectations. Part of this is recognition of the ARRGH values. >Question. For the recognition is there any feedback to the parents? Yes and no. The staff is working on an email that would go out to parents when their students receive ARRGH recognition. Staff is working on making that better. Receiving an extended lunch pass is what the students voted for as the new Pirate Pride reward. Minor behavior data was reviewed. >Question. What is a minor behavior. Action that is taken by students that is somewhat disruptive. >Question. Is this a tracking tool? Yes. We are doing training with SWISS that will give more accurate data. >Question. Does this tie into Mile Post? ITBS does not want the schools using MilePost due to the vagueness of the issues recorded. Also Minor behavior issues never get entered into MilePost. Plagiarism has been one of the biggest issues and that is considered a major behavior. >Question. What is the parent contact process for behaviors? Parents are notified with major issues when students meet with administration. Student councils' focus this year has been on having pride in school and improving morale. Elementary School ITBS was covered as well. Behavior data was reviewed at the elementary school. Goals were reviewed. Tier 2 training and getting the team trained to present to the other staff members is a focus. Goals include "buy in" with the High School, documentation training for all staff, getting SWISS integrated, IBTS, and implementation of Tier 2. Getting another elementary teacher involved would be helpful. >Question. Is this required? No. The district applied for a grant and through this grant funding the SWISS membership is purchased and then

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a stipend for the participating staff is covered. >Question. How long is the grant? It is a three year grant and this is our third year. >Question. If it doesn't get finished in three years, do you have to reapply? Yes.

#### Action Items B

>HVAC Replacement Quotes- The three quotes that were presented were reviewed. >Question. Would all of the included quotes meet the required code? Yes. Chris Bell from Idaho Power joined the meeting with information regarding Idaho Powers retrofitting incentives. Incentives may be available with Idaho Power to help cover the cost of some of the HVAC replacements if the units qualify under the high efficiency ratings. >Question. Does Callens use HVAC units that qualify? Callens is a reputable dealer however the consumer will decide which units are purchased. Getting the least expensive unit is not always the best idea due to the day to day cost. A brochure was handed out showing the incentive information. A conversation with the supplier and letting them know that you would like to use the Idaho Power Incentives would ensure that the HVAC units qualify for incentives. There was a brief conversation regarding solar panels. The school looked at the possibility of placing solar panels to potentially save money however with the cost and rate of return it is believed that there wouldn't be any benefit to installing solar panels. ESSER funds are being used for this and those funds need to be utilized before the fall of 2024. That being said HVAC units are dying and they have to be replaced. The recommendation by the Board at this point is to gather more bids and ensure that some of the bids include units that fall under the Idaho Power incentives. This was tabled until more quotes can be presented as requested by the Board.

>Preliminary Staffing and Budget Information- The board got to see the funding based on Enrollment vs ADA. Shows how units tie into. Enrollment >Question. Is our daily attendance data accurate? Yes, the secretaries are aware of the importance along with the teachers of keeping good diligent records. >Question. Are the districts required to participate in the funding protection? All the schools in the consortium are required to participate in the self insurance program every year. The budget was built based on the 94% funding. >Question. Do we anticipate growth? No, the Hagerman School District has been very stable historically. >Question. Do we have a contracted school nurse? No. We try to keep the staffing just under the maximum allowance based on units which ties to FTE. Why is Venture Upward not a revenue? Venture Upward needs to have about 50 students enrolled to be profitable. >Question. Is the contract based on student enrollment? No. However Venture Upward has been notified that if the student enrollment isn't high enough to make it profitable for the district the contract will not be renewed next year. The board requested a cost analysis for Venture Upward at the next board meeting. The kitchen staff requested adding a half an hour to their daily schedules so they can complete all of their duties and add another eating option for students. With the addition of another option it is the belief that the program would have more participation and would cover the cost of the additional time requested.

Trustee Moore moved to offer the kitchen staff the requested additional 30 min to their schedules; seconded by Trustee Bogaard; motion carried.

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Coaching salaries were reviewed. A few salary schedule options were presented. The board acknowledged the time and effort that coaches put into their programs and was in favor of the admin team creating a salary schedule for the coaches that includes incentives for returning coaches. Sports may need to be included in the budget in the future. An option would be to increase the total budget by 20-25% and then work backwards. The athletic director requested the addition of a junior high cheerleading coach.

Trustee Gossi moved to add the junior high cheerleading coach position along with a 25% raise up to \$72,000 to be distributed by the administration team as seen fit; seconded by Trustee Turner; motion carried.

>Vendor Contracts-

Trustee Turner moved to approve the OT and PT contracts as presented; seconded by Trustee Gossi; motion carried.

Trustee Turner moved to approve the first readings of #3050, #1315, #1405, #2395, #3030, and #3270; seconded by Trustee Bogaard; motion carried.

Trustee Turner moved to approve the second readings of #2200, #2510P, #2530, #2530F, #3255, #3340, #3340P, #3525, #4105, & #4105F second readings; seconded by Trustee Bogaard; motion carried.

The Board took a 5 min recess at 9:14pm and resumed at 9:19pm entering into executive session.

Entered into regular session at 9:55pm

#### Action Resulting From Executive Session

Trustee Turner moved to approve the hire of Thurmand Johnson and Tanya Beard, accept the resignations as presented, accept the staffing changes and teaching contracts; seconded by Trustee Moore; motion carried.

Trustee Moore moved to accept the extra duty contracts as proposed; seconded by Trustee Bogaard; motion carried.

Trustee Moore moved to adjourn the meeting; seconded by Trustee Bogaard; motion carried at 9:56p.m.

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Melissa Lemmon, District Clerk