

TWIN FALLS PUBLIC SCHOOLS

School District No. 411

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

September 13, 2021

7:00 p.m.

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in its regular monthly meeting at Canyon Ridge High School boardroom #301 located at 300 North College Road, Twin Falls, Idaho, at the hour of 7:00 p.m., on Monday, September 13, 2021. The following trustees were present: Chairman Bryan Matsuoka, and trustees: Heidi Casdorph, Jayson Lloyd, and Jonathan Lord. There were also present Superintendent, Brady Dickinson; Associate Superintendent, Bill Brulotte; Board Clerk, Michelle Lucas; as well as district directors, interested patrons, employees, and the media. Trustee Paul McClintock was unable to attend.
- II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance.
- III. Procedural Matters Action Items
 1. Approval of Agenda – Chairman, Matsuoka asked for a motion to approve the agenda. Trustee Lloyd moved to approve the agenda as submitted. Trustee Casdorph seconded the motion. The motion passed unanimously.
- IV. Unscheduled Delegations (Audience to Address the Board)
There were none.
- V. Consent Calendar – Trustee Casdorph moved to approve the consent calendar which included: Minutes from August 9, 2021 board meeting; board financial reports; school financial reports; accounts payables and payroll; private service providers (PSP)/consultants contract: Soliant Health, LLC; new certified contracts for Kylie Mortenson, April Poutalie, Tonielle Hutchinson, Jennifer Hartgrave, Sarah Biesen, Alicia West, Jacob Lewis, Richard Keene, Jessie Wright, Jamie Garrett, Elexis Bell, and Sarah Jund (one math class); certified release of contract from Kendra Brooking, Elexis Bell, and Clifford Hall; new classified employees: Cleta Dobson, Melanie Evans, Glen Nichols, Alexandra Mechsner, Margie Scott, Carrie Peters, Stephanie Perrin, Nysje Barnes, Brenda Ford, Jennifer Green, Hillary Frost, Leanne Lewis, Evelin Garcia, Nicole Watson, Sonya Quale, Blaine Leonard, Michael Kissinger, Martha Turner, Jenice Flores, Trina McCandless and Dana Christensen; new classified employees/transfers: Sandra Goodrich, Carla Benavides, Whitnee Ward, Leslie Mejia, Melissa Shutman, Bowen Jensen, and Carissa Buschel; classified resignations from Jasmine Martinez, Richard Beardall, Dixie Clements, Abigail Nordstrom, Adelle Giles, and Erika Staker; extra-curricular employees: Simon Alexander, Jessica Hunt, Tony Ruiz, Justin Burch, Emily Coats, Stormy Heinz, Kathleen Kennedy, Caitlin Ward, Sage Swan, Jason Cornwell, Natalie Eller, Gabriel Beebe, Yajaira Veronica, Bret Bartlett, Tressa Page, Spencer Trautman,

Mark Schaal, and Erick Thomas; extra-curricular resignations from Antonio Saldivar, Richard Beechum, Cierra Hennings, Ryan Mumford and Julianne Grimm; request for alternative authorizations: Leia Trammel, Jessica Quaintence, Kevin Hutchison, Dawna Alexander, and Nathan Anderson; emergency provisionals: Jared Lemon, Gail Joy, Mickey Carter, James Poole, Michael Easterling, and Jasmine Victorious; extended/out of state travel request for Canyon Ridge High School; and early graduation request for Alexander Melendez. Vice Chairman Lord seconded the motion. Motion passed unanimously.

VI. Superintendent's Report

- A./B. Superintendent Dickinson announced the certified employee of the month from Canyon Ridge High School for the month of September as Kimberly Allen, instructional coach and from Twin Falls High School, Sarah LaMarche, information technology/computer science instructor. Superintendent Dickinson announced the classified employee of the month from Canyon Ridge High School as Lesa Long, administrative secretary and from Twin Falls High School as Jessica Leavitt, administrative secretary. Superintendent Dickinson read a brief resume' on each employee recognized and a brief comment from their principal. Their plaque, pen and gift certificate to La Fiesta or Depot Grill, will be delivered to Mrs. Long and Mrs. Allen's building. Mrs. LaMarche and Ms. Leavitt were in attendance and were presented their gift, plaque and gift certificate.

VII. Instruction A. Information Item:

- A. Parent, community member, and medical laboratory scientist, Mechelle Reeve addressed the Board with concerns with students not wearing face masks and shared some data on hospital caseloads, transmissions, and student safety. Ms. Reeve would like a mask mandate in our schools.
- B. Superintendent Dickinson shared attendance data for the Twin Falls District #411 schools comparing pre-COVID 2019, 2020, and 2021 attendance percentages. The current average district wide is currently 89%. Today's percent in elementary schools is 91.08% and secondary schools is 88.2%. Dr. Dickinson explained that the lower percentages at Bridge and Magic Valley High School is because of other factors besides illness. Director of Human Resources, Shannon Swafford and Associate Superintendent, Bill Brulotte shared specifics on both staff and student COVID numbers. Currently there are 55 staff that have reported having COVID since the first day of school. 32 certified and 23 classified. Majority of these are back after their 10 day quarantines. Mr. Brulotte shared the contact tracing and notifications process with the Board. The Board discussed what student attendance percent would possibly trigger a school closing temporarily. Dr. Dickinson stated that if a school reached the low 80's, that administration would look at possibly closing that school for a short time. He commented that a shortage of staff at a particular school could also trigger a closure for a short time. He estimates that the district has a higher average than most employers with vaccinated employees.
- C. Associate Superintendent, Bill Brulotte shared an updated ARP (American Rescue Plan) funding update. ARP funds are also referred to as ESSR III funds. The District's plan goes live on the website tomorrow for public comment. The committee looked at the 13 different areas that can be utilized for these funds. The committee came up with 8 areas which were: 1. Extended learning opportunities/missed learning opportunities; 2. Comprehensive after

school programs/after school enrichment programs; 3. Classroom support/recruitment and detainment of all TFSD employees; 4. Community support; 5. Updating facilities; 6. Behavioral health; 7. Curricular upgrade; and 8. School and staff support. He commented on how very diverse the committee was, it covered every avenue of the community. Their objective was to take a 50 foot level to think of what, as a community, are we willing to use this money for. This plan will return for Board action at the work session September 29, 2021. The Board also discussed things that may be sustainable after this two year period and Trustee Casdorff shared her experience as a member of this committee.

VII. Instruction B. Action Item: None

VIII. Budget & Finance A. Information Items:

1. Superintendent Dickinson presented Twin Falls School District's current enrollment figures and staffing update. Total student enrollment as of September 7, 2021 is 9,570 which is 270 more than last year, and 125 less than pre-pandemic enrollment numbers. Superintendent Dickinson stood for questions from the Board.
2. Superintendent Dickinson shared information about a class action lawsuit filed against the company JUUL related to the amount of time and resources schools spend addressing issues surrounding vaping and e-cigarettes. He shared that our legal counsel, Anderson, Julian, and Hull recommends we join this lawsuit as it has the potential to return funds to the district to cover some of our costs. The District will not owe any legal fees unless there is an award to our district. Superintendent Dickinson asked the Board if they would like to join in on the lawsuit. Over 450 school districts have joined this multi litigation lawsuit out of a northern district out of California. JUUL is owned by Philip Morris and it is alleged that JUUL has targeted minors in the area of vaping. This has been investigated and that investigation determined that they have targeted students as young as 8 year old. The lawsuit cites them for fault in the epidemic of youth vaping. This suit is no risk to the district. If won, the funds would go back to education for students, vaping detectors, etc. Our council has been hearing that it appears that there is a good case here and good evidence that they targeted youth. This item is also listed as an action item tonight.

VIII. Budget & Finance B. Action Items:

1. After a brief discussion, Trustee Casdorff stated that whereas the District recognized that vaping is a national and local problem impacting upon student health and the disciplinary operation of the District; and whereas multi-district litigation is pending against JUUL, as well as its shareholders in Federal Court; and whereas the Board, having considered the inclusion of the District in this multi-district litigation and having found it to be in the best interest of the District and its students, I hereby move that the Board take all necessary steps to join this lawsuit as a Plaintiff against JUUL and direct the Board's Chairman and/or Superintendent to execute all appropriate documents to that end. Vice Chairman Lord seconded the motion. Motion passed unanimously.

IX. Personnel A. Information Item:

Director of Human Resources, Shannon Swafford shared information with the Board on employee sick leave. She stated that districts across Idaho are considering COVID leave for

employees due to the high risk of exposure at work. Last year (2020-2021) the Federal Government provided employees with 10 days of COVID leave. This benefit has expired but many districts are utilizing ESSR money to provide their employees with COVID leave due to the high probability of being exposed at work. Many are also looking for vaccine incentives due to the fact it is challenging to operate schools when employees are out sick and subs are limited. Mrs. Swafford added that as part of the benefit package in the district, certified staff receive 10 sick days a year and 3 personal leave days. Sick days may be carried forward and there is no limit to the number of accrued sick leave days. Employees also have the option of joining the sick leave bank which can provide additional days to employees who exhaust all leave options and qualify due to an extended illness. Mrs. Swafford shared two suggested options to consider should the Board decide to approve additional sick leave related to COVID. Option 1: All employees will be granted 3 days of leave for the purpose of testing for COVID. Credit for the day(s) will be granted upon proof of a COVID test. Fully vaccinated employees who remain current on their vaccination status (initial plus any boosters if recommended by the FDA) will receive 7 additional days of COVID-19 leave after providing proof of vaccination. This leave may be used by the employee in lieu of sick/personal leave in the case the employee or an immediate family member whom the employee is acting as direct caregiver, tests positive for COVID-19. Employees will be required to provide proof of a COVID-19 positive test. Employees who are not able to be vaccinated due to a medical condition may be granted the 7 additional days of COVID-19 leave by the superintendent upon providing documentation from a physician licensed by the Idaho Board of Medicine. Any employee who uses three or more days of sick leave consecutively is required to provide a negative COVID-19 test or be cleared by a physician before returning to work prior to being out 10 days from the onset of symptoms. Or Option 2: All employees will be granted 3 days of leave for the purpose of testing for COVID. Credit for the day(s) will be granted upon proof of a COVID test. Employees will also receive 7 days of leave to be used in lieu of sick/personal leave in the case the employee or an immediate family member whom the employee is acting as direct caregiver, tests positive for COVID-19. Employees will be required to provide proof of COVID-19 positive test.

Any employee who uses three or more days of sick leave consecutively is required to provide a negative COVID-19 test or be cleared by a physician before returning to work prior to being out 10 days from the onset of symptoms.

Mrs. Swafford stated that the entire state is short on substitutes, we were short 29 substitutes today and 16 of those were teaching positions. The Board discussed how one option incentivizes getting vaccinated; how currently staff uses sick leave or personal leave days; the biggest difference between the two options is that option 1 incentivizes vaccinations; and the sick leave bank open enrollment period. Superintendent Dickinson reiterated that the District does not require employees to get vaccinated and both options are cost neutral to the District. This item is also listed as an action item this evening.

IX. Personnel B. Action Item:

1. Trustee Lloyd moved to approve option 1 to extend sick leave as recommended by administration: fully vaccinated employees who remain current on their vaccination status will receive 7 additional days of COVID-19 leave after providing proof of vaccination. Vice Chairman Lord seconded the motion. After much discussion, motion passed 3-1.

X. Board Goals A. Information Item:

1. Director of Public Relations, Eva Craner shared and stood for questions on the administrations' recommendations for the board's 2021-2022 yearly action plan for the 2020-2025 Strategic Plan. The board's plan aligns with Superintendent Dickinson's goals and the entire strategic plan. These will return at the Board Work Session for action.

X. Board Goals B. Action Item:

1. As per Idaho Code because there is only one candidate each for trustee zone 1 and trustee zone 3, there won't be a need for a trustee election and the Board needs to declare the candidates as elected trustees and give permission to the Clerk of the Board to immediately issue a certificate of election to each Eric Smallwood for zone 1 and Jayson Lloyd for zone 3. Vice Chairman Lord moved to declare as trustees in zone 1 Erick Smallwood and 3 Jayson Lloyd and to give permission to the Clerk of the Board to immediately issue a certificate of election to both Eric Smallwood and Jayson Lloyd. Trustee Lloyd seconded the motion. Motion passed unanimously.
2. The board finalized the September 29, 2021 board work-session agenda removing parliamentary procedures for now. After a brief discussion, Vice Chairman Lord moved to approve the agenda as discussed. Trustee Lloyd seconded the motion. Motion passed unanimously.

XI. Future Agenda Items

- A. ISBA Region IV Fall Meeting is scheduled for September 14, 2021 virtually to begin at 6:00 p.m.
- B. The next TFEA/TFSD breakfast meeting is scheduled for September 21st at 6:45 a.m. at Idaho Joe's. Vice Chairman Lord and Trustee McClintock are scheduled to attend.
- C. The next board meeting will be the Board Work-Session to take place September 29, 2021 at 5:00 p.m.; dinner will be provided by the HIRE Learning students of the Nest at Canyon Ridge High School.

XII. Executive Session

With no further business at hand, Vice Chairman Lord moved that the Board retire into executive session after a five-minute break pursuant to ID Code 74-206(1) subsections (b), and (d): (b) to consider student discipline and (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Trustee Lloyd seconded the motion. Chairman Matsuoka asked the Board Clerk Michelle Lucas to poll the board. Roll call vote was as follows: Chairman Bryan Matsuoka – Yes; Trustee Heidi Casdorff – Yes; Trustee Jayson Lloyd – Yes; and Vice Chairman Jonathan Lord – Yes. Motion carried with $\frac{3}{4}$ majority vote. The Board convened into executive session at 8:48 p.m.

Student discipline was discussed from 8:48 p.m. to 8:53 p.m. Action in executive session: Vice Chairman Lord moved to expel one (1) student from school as per administrations recommendation, for an indefinite period of time, and that this student be expelled from school as defined in Idaho

Code 33-205 and that this student be placed under the purview of the Juvenile Correction Act, Idaho Code 20-510 and 20-511. Trustee Lloyd seconded the motion. Motion passed unanimously.

With the door open, Trustee Lloyd moved to return to open session. Vice Chairman Lord seconded the motion. Motion passed unanimously. The time was 8:53 p.m.

Vice Chairman Lord moved to adjourn the meeting. Trustee Lloyd seconded the motion and the motion passed unanimously. Meeting adjourned at 8:53 p.m.


Chairman Bryan Matsuoka

ATTEST:


Clerk Michelle Lucas

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September 13, 2021

The Board of Trustees of Twin Falls School District #411 met in executive session on Monday, September 13, 2021, at 8:48 p.m., Twin Falls, Idaho. Chairman Bryan Matsuoka conducted the meeting. Vice Chairman Jonathan Lord; Trustees Heidi Casdorph, and Jayson Lloyd along with Superintendent, Brady Dickinson; Board Clerk, Michelle Lucas; Associate Superintendent, Bill Brulotte were in attendance. Trustee Paul McClintock was unable to attend.

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Chairman Bryan Matsuoka