

TWIN FALLS PUBLIC SCHOOLS
School District No. 411

201 MAIN AVENUE WEST
 TWIN FALLS, IDAHO
 83301
 (208) 733-6900

September 27, 2023
 5:00 p.m.

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in its properly noticed/posted, regular monthly meeting at Twin Falls School District Boardroom located at 160 Gooding Street West, Twin Falls, Idaho, at the hour of 7:00 p.m., on Wednesday, September 27, 2023. The following trustees were present: Chairman, Jonathan Lord; Vice Chairman, Jayson Lloyd; Trustees, Heidi Casdorff, Heidi Tubbs, and Eric Smallwood. There were also present Superintendent, Brady Dickinson; Associate Superintendent, Ryan Nesmith; Board Clerk, Michelle Lucas, as well as district directors, interested patrons, employees, and the media.
- 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 Lord asked if there were any additions or deletions to the agenda. There were none. Trustee Smallwood moved to approve the agenda as submitted. Motion was seconded by Trustee Tubbs. Motion carried by voice vote.
- IV. Unscheduled Delegations (Audience to Address the Board)
 There were none.
- V. Consent Calendar – Trustee Smallwood moved to approve consent calendar items A-D which included: certified release of contracts for Scott Winberg, Mary Wakhre, Joshua Dhale, Lyrissa Brown, and Stephanie Swindler; extra-curricular employee supplemental contract for Jonathan Phan; requests for alternative authorizations for Analiyah De La Tore as counselor at South Hills Middle School, Julian Kessel as language arts teacher at O'Leary Middle School, Anya Leishman as health/PE teacher at Robert Stuart Middle School, Alexis Parra as family and consumer science teacher at Magic Valley High School, Kemerlee Stern as 3rd grade teacher at Perrine Elementary School, and Kyle VanBiezen as 5th grade teacher at Bickel Elementary School; and extended out of state travel request for T.J. Adams at South Hills Middle School. Motion was seconded by Trustee Tubbs, motion carried.
- VI. Student Panel Discussion with the Board
 The Board had a discussion with a panel of three students from Bridge Academy: Cayden Reynolds, Kylie Forney, and Delicia Tomason. After introductions, the Board asked questions about the students experiences at their schools, their opinion of what they like best at their schools, if they feel prepared to go on to their next grade level, if they could change anything at the school what would it be, what the Board/District could do to

improve student experiences in school, and many more questions. The Board also opened it up for the students to ask the Board questions. The Board thanked the students for participating in the panel discussion and thanked them for being so open and honest with their answers.

VII. 2020-2025 Strategic Plan: 2022-2023 Yearly Action Plan - Action

Director of Public Relations, Eva Craner stood for questions and comments on the 2023-2024 Strategic Plan recommended areas for action/tasks and continuous improvement benchmarks. Mrs. Craner explained how it is in alignment with the requirements and fits the intent of the rule. After a brief discussion, Trustee Smallwood moved to approve the 2023-2024 yearly action plan in the 2020-2025 Strategic Plan as submitted. Trustee Casdorff seconded the motion. The motion carried by a voice vote.

VIII. Board Discussion-Vision, Goals, and Focus for Year

- A. Director of Human Resources, Shannon Swafford shared areas of focus for 2022-2023: recruit and retain quality staff, look at ways to increase classified staff salaries, focus on partnerships with universities; and accomplishments: increased wages for both certified and classified, have been working with universities, added guest teacher incentives, increased guest teacher rate of pay, added para differentials, EAP program for staff and students, and now have a fully staffed human resources office. Last year at this time there were over 85 positions open and this year there are 49 still open. Most challenging positions to fill are ERC para's. Ms. Swafford also shared their 2023-2024 goals such as consider paying classified and guest teachers more frequently, research starting payroll in August instead of September, and develop meaningful exit interview process to capture data. The Board asked questions and discussed possible reasons people are leaving the District.
- B. Director of Public Relations, Eva Craner shared her department goals and actions taken developing systems that focus on areas that were assigned last year such as customer service training with secretaries, and social media and pushing out District information. She wants to develop that more to include supporting the schools with their social media events, etc. She is also working on a social media calendar to remind school website managers when to update and/or replace information on their sites. Mrs. Craner stood for questions from the Board. The Board discussed touring the schools again this coming spring.
- C. Fiscal Affairs Director, Zach Schaal gave an update on 2022-2023 fiscal year goals that were set with the previous Director, Rachel Youren and share 2023-2024 fiscal years goals. The Auditor is working on this year's audit and things seem to be going well. Goals for fiscal year 2023-2024 include having a responsible budget and he noted that the ESSER funds are ending soon and about twenty positions are paid with those funds. Other goals include modernizing business practices by paying bills once a week now instead of once a month, setting up ACH payments, possibly purchasing cards for schools, helping eliminate reimbursements and petty cash checks, updating forms, and collaboration with principals and bookkeepers by asking how they can make things easier for each other.

- D. Director of Educational Technology and Operations, Ryan Bowman shared 2022-2023 his update on goals on projects, reunification protocols, and custodial and food service staffing. Projects include projects at O'Leary Middle School: exterior doors, single use restroom, back parking lot; roof at Roper Auditorium; student parking lot at Twin Falls High School; Morningside and Harrison corridors; ERC room at Robert Stuart Middle School; create a plan to address HVAC issues throughout the District; and work with budget advisory committee on funding options. Mr. Bowman also shared future goals which included planning to address asphalt and roofing needs; furniture upgrades throughout all schools; and continue to address safety issues and concerns throughout the District. Mr. Bowman also shared that we are close to having cards for elementary students to ride the bus. With this, parents will be able to see when a student gets both on and off of the buses. Currently we have the Live 360 app that can show parents where the bus is at any time along their route.

After much discussion with each department director the Board thanked them for their time and valuable updates.

IX. Declaration of Candidate Elected as Trustee Zone(s) 4 & 5

As per Idaho Code because there is only one candidate each for trustee zone 4 and trustee zone 5, there won't be a need for trustee elections in those zones. Vice Chairman Lloyd moved to declare as trustees in Zone 4 Emily Christensen and Zone 5 Heidi Jo Casdorff and to give permission to the Clerk of the Board to immediately issue a certificate of election to both Emily Christensen and Heidi Jo Casdorff. Trustee Tubbs seconded the motion. Motion carried by a voice vote.

X. Executive Session Action

At 7:09 p.m. with no further business at hand, Trustee Smallwood moved that the Board retire into executive session after a five-minute break pursuant to Idaho Code 74-206(1) subsections (b), and (d): (b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; and (d) to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code. Motion was seconded by Vice Chairman Lloyd. Chairman Lord asked the Clerk Michelle Lucas to poll the board. Roll call vote was as follows: Chairman, Jonathan Lord – Yes; Trustee, Heidi Casdorff – Yes; Vice Chairman, Jayson Lloyd – Yes; Trustee Heidi Tubbs – Yes; Trustee, Eric Smallwood – Yes

Motion carried. With 2/3 vote of the governing body, the Board convened into executive session at 7:17 p.m.

Student discipline was discussed from 7:17 p.m. to 7:19 p.m. as per Section 33-205 and 74-206(1)(b) the Board considered one student hearing and took action accordingly. Such action shall be documented in the student's educational record and is confidential pursuant to the Family Educational Rights and Privacy Act (FERPA) and other applicable state and federal code and regulation provisions.


The Board opened to the public at 7:32 p.m.

Personnel issues were discussed from 7:19 p.m. to 7:32 p.m. In opened session Vice Chairman Lloyd moved to approve the administrators leave with pay for employees A and B as presented. Trustee Smallwood seconded the motion, motion carried with a voice vote.

- XI. Trustee Tubbs moved to adjourn the meeting. Vice Chairman Lloyd seconded the motion, motion carried. Time was 7:33 p.m.

ATTEST:


Clerk, Michelle Lucas


Chairman, Jonathan Lord

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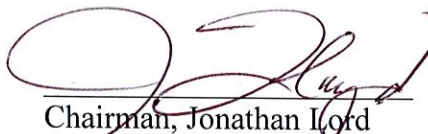
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 Clerk, Michelle Lucas


 Chairman, Jonathan Lord