

THORP SCHOOL DISTRICT #400

BOARD OF DIRECTORS

April 28, 2020

via Zoom pursuant to WA State Governor's Proclamation 20-28

6:00 pm

Board Members Present: Anne Cubilie, Nicki Morelli-Mayer, Carol Johnson, Loretta Bushbaum

Bord Members Absent: Spring Liles

Guests: Andrew Perkins, Nikki Pollock, Brenda McKee, Ed Foster, Drew Liedtke, Andrea Green, Hilary Lampard

A. CALL TO ORDER/FLAG SALUTE	Anne Cubilie called the meeting to order at 6:06 pm. Anne Cubilie led the flag salute.																																																																																
B. APPROVAL OF MINUTES	A. March 24, 2020 - Regular Board Meeting Loretta Bushbaum moved to approve the minutes; Carol Johnson seconded. The vote was unanimous. B. April 2, 2020 - Budget Workshop Nicki Morelli -Mayer moved to approve the minutes; Loretta Bushbaum seconded. The vote was unanimous.																																																																																
C. APPROVAL OF AGENDA	Nicki Morelli -Mayer moved to approve the agenda; Carol Johnson seconded. The vote was unanimous.																																																																																
D. CONSENT AGENDA	<p>A. Consideration to approve the supplemental contract for Brenda McKee for the 2020-2021 school year. (Action)</p> <p>1. Andrew Perkins - In light of the fact that both Nikki and Brenda have done additional training and work. This is adding a stipend to the base wage as duties and trainings to complete those duties are added.</p> <p>B. Consideration to approve the supplemental contract for Nikki Pollock for the 2020-2021 school year. (Action)</p> <p>C. Consideration to approve the Warrant table (Action)</p> <table border="1" data-bbox="418 1100 1515 1667"> <thead> <tr> <th colspan="5">APRIL 2020</th> </tr> <tr> <th>Fund</th> <th>Warrant Amt</th> <th>Warrant #</th> <th>Electronic Transfer</th> <th>Total Amount</th> </tr> </thead> <tbody> <tr> <td colspan="5">General Fund</td> </tr> <tr> <td>Accounts Payable</td> <td>\$42,569.47</td> <td>41672 - 41705</td> <td></td> <td></td> </tr> <tr> <td>Accounts Payable</td> <td>\$113.74</td> <td>41714 - 41715</td> <td></td> <td></td> </tr> <tr> <td>Payroll</td> <td>\$0.00</td> <td>-</td> <td></td> <td></td> </tr> <tr> <td>Payroll Accounts Payable</td> <td>\$50,462.67</td> <td>41606 - 41713</td> <td></td> <td></td> </tr> <tr> <td>ACH File</td> <td></td> <td></td> <td>\$228,677.52</td> <td>\$321,823.40</td> </tr> <tr> <td colspan="5">ASB</td> </tr> <tr> <td>Accounts Payable</td> <td>\$214.70</td> <td>2670 - 2673</td> <td></td> <td>\$214.70</td> </tr> <tr> <td colspan="5">Capital Projects</td> </tr> <tr> <td>Accounts Payable</td> <td>\$7,407.00</td> <td>88 - 97</td> <td></td> <td>\$7,407.00</td> </tr> <tr> <td colspan="5">Private Purpose Fund</td> </tr> <tr> <td>Accounts Payable</td> <td>\$0.00</td> <td>-</td> <td></td> <td>\$0.00</td> </tr> <tr> <td colspan="5">Transportation Vehicle Fund</td> </tr> <tr> <td>Accounts Payable</td> <td>\$0.00</td> <td></td> <td></td> <td>\$0.00</td> </tr> </tbody> </table> <p>Loretta Bushbaum moved to approve the agenda; Carol Johnson seconded. The vote was unanimous.</p>	APRIL 2020					Fund	Warrant Amt	Warrant #	Electronic Transfer	Total Amount	General Fund					Accounts Payable	\$42,569.47	41672 - 41705			Accounts Payable	\$113.74	41714 - 41715			Payroll	\$0.00	-			Payroll Accounts Payable	\$50,462.67	41606 - 41713			ACH File			\$228,677.52	\$321,823.40	ASB					Accounts Payable	\$214.70	2670 - 2673		\$214.70	Capital Projects					Accounts Payable	\$7,407.00	88 - 97		\$7,407.00	Private Purpose Fund					Accounts Payable	\$0.00	-		\$0.00	Transportation Vehicle Fund					Accounts Payable	\$0.00			\$0.00
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E. PUBLIC COMMENTS*	NO PUBLIC COMMENTS																																																																																
F. REPORTS TO THE BOARD	A. Superintendent's Report 1. Reviewing TEA and TESP. This is the highest uncertainty we've seen. We have weekly meetings with OSPI regarding funding. The economy is shut down,																																																																																

	<p>statewide it's the most extreme caution we have received about doing what you did last year and nothing else. Trying to protect the front line in wages, salaries, and budgets. Recommended to both unions to not negotiate this year, they can if they want. Spokane is about to declare a fiscal emergency. We're okay. Our ending fund balance has gone down from 14% to 10%. We need to get that back up to 12% to give us that buffer. Our budget that we are building for next year shouldn't affect anybody for salary.</p> <ol style="list-style-type: none"> 2. We are all struggling with OPSI guidance on grading. My guidance is to keep kids wherever they were at the end of the quarter. They should have the opportunity to raise that grade. In May and June, we are at 90% of standard, especially in the secondary. We usually have lots of assemblies and we are going to discourage as much as we can the use of Incomplete. Most of our difficulty is the communication between the parent and the teacher. We will be doing some home visits to help. Every family has their own situation so we want to do what we can to help. So we'll stand out in yards to have those conversations. 3. We aren't real sure about Federal funding for summer school. We will look closely at math and make sure our SPED students are getting the help they need. If we can, we will look at reading and writing. 4. Cle Elum started online instruction today. That's not abnormal for the state. They will start to see some of the problems we are already working on since we are ahead of the curve. Anne, I'm sure you are having some of the same issues. <ol style="list-style-type: none"> i. Anne – I can tell you what we are finding at our level, I suspect it's the same for a lot of high school. We have very highly motivated Juniors and Seniors. The biggest issue they were having is feeling demotivated, faculty were requiring a lot of small writing assignments. The students experienced that as busy work, just checking boxes. Without sitting in class and discuss things, there was not joy in learning. I asked the faculty to add non mandatory synchronous component to the class twice a week, and that has been really successful. His meetings are drop in and they have been going 2-3 hours and students are really enjoying them. And they are incredibly distracted at home, working, finances are hard, they are working from cell phones, don't have hot spots. 5. We just rolled out the hot spot at Sunlight Waters. There is immediate high-speed internet anywhere in the parking lot. The bus Wi-Fi was also pushed to allow kids to connect in the school parking lot. 6. Shout out to the parent group and Laura Jones. It's been phenomenal what they have been doing. Basically running a food bank for about 6% of our student population. 7. We still want to put the newsletter out and show what makes Thorp great. We only have about 9 or 10 spots in the elementary grades. We really want those parents in district to get their applications in right away. 8. There is a lot of work behind the scenes to get our FTE to a good place. Other districts will have to increase class size in order to pay the bills. We may see classrooms in the 27-30 range again. That puts us in a good position as we will be able to keep our class size low.
<p>B. OLD BUSINESS</p>	<p>A. 2020-2021 Instructional Calendar (Action)</p> <ol style="list-style-type: none"> 1. Move snow day to April 26th. I'd like to take action on that. I don't think we will see changes unless the governor changes it. <p>Nicki Morelli -Mayer moved to approve the minutes; Carol Johnson seconded. The vote was unanimous.</p> <p>B. Newsletter Update (Discussion)</p> <ol style="list-style-type: none"> 1. Trying to get lots of photos in 2. Carol – What you are doing is writing history. Fifty years from now we'll look

	<p>back at this.</p> <ol style="list-style-type: none"> 3. Loretta – Some of what the paper is focusing on is graduation. Publishing what we are doing may be good. Perkins – What is in the paper is a scenario, the Seniors are going to plan it. I don't know what seniors are planning but we are doing on the day and outside. I measured today and we can fit 50 vehicles. <p>C. Surplus Sale Date (Discussion)</p> <ol style="list-style-type: none"> 1. June 16th. We'd like to keep it the same date and get things cleaned. We need to get kids in to get lockers cleaned in May. And then we want to start all of our Capital Levy projects. <p>D. E-rate (Discussion)</p> <ol style="list-style-type: none"> 1. We received e-rate. Some of it will increase safety. We are going to focus on the admin office. You will be able to get into the space between doors, the other doors will be locked. Hopefully, we will eliminate people coming into the building for health and safety. There will be sanitizing stations, etc. The packet has some of the bids. We had a zoom with Schrier to be flexible with e-rate. As long as we are focusing on tech, we'd like to get the money, as the backbone may not be the most important thing.
<p>E. NEW BUSINESS</p>	<p>A. Policy 3225 (1st Reading)</p> <ol style="list-style-type: none"> 1. School Based Threat assessment – These are protections for staff members, students, and community members. We already have a safety committee. This directly addresses how we deal with these types of safety issues. We will look at adopting this and 4314 in May. <p>B. Policy 4314 (1st Reading)</p> <ol style="list-style-type: none"> 1. Notification of Threats of Violence or Harm <p>C. Student Learning and Grading Guide (Discussion)</p> <ol style="list-style-type: none"> 1. This is the OSPI guidance. Kids should not drop below where they were on March 17th and work on getting the kids up to standard. We will get a little firmer on whether or not we give incomplete. I'm not in favor. I don't see that it serves a purpose. There aren't any kids now that weren't on the radar before. We will set up some summer school opportunities if we can get some funding from the federal level. Math is the one area that really builds from year to year. Teachers take their jobs seriously and don't want anyone thinking they aren't doing their jobs well. 2. Anne – Given that our pedagogical standards have had to shift, we had a conversation about leveraging everything the kids are learning during this time such as inequity, etc. Engaging at those may be more important learning that may not have ever appeared on the syllabus. It interests and engages them in the learning. <p>D. Online Health Class - Tech Levy (Discussion)</p> <ol style="list-style-type: none"> 1. Laura and Mel are putting together a master schedule. Something that may help would be an online health class. Our first attempt will be providing the Health course, which is offered every other year. This won't be a one off, there could be others that we offer. <p>E. OSPI Waiver (Discussion)</p> <ol style="list-style-type: none"> 1. I don't think we will need this, but we had a deadline to meet. <p>F. MOA - TEA (Action)</p> <ol style="list-style-type: none"> 1. Had a couple of back and forths with the TEA on the memorandum of understanding. This is to get us through the end of the contract. They also have an MOA for an extension. This was vetted with Warren Hopkins. <p>Carol Johnson moved to approve the MOA for the 19-20 school year with TEA; Loretta Bushbaum seconded. The vote was unanimous.</p>

G. FFA Grant (Discussion)

1. Jarred Fudacz and Phil Kern have put in another grant. Friday we will look at the lay of the land for the farm with the conservation district. Thursday I will be visiting the farm at Methow Valley. Our goal is to link the curriculum with the help of the conservation district. Once the nursery is done there will be space for?

H. Preschool Hours and Cost (Action)

1. Looked at the amount of hours to increase Sarah, she would still fall below what is needed for SEBB. We looked at expanding the educational time. If we charge \$250 we will be in good shape. We shouldn't have a problem clearing with both Sarah and the Para in there.

Loretta Bushbaum moved to approve the extra hour; Nicki Morelli-Mayer seconded. The vote was unanimous.

BRENDA – Wanted to mention that the warrants are in the office and we will need to be signed by three board members.

I. Superintendent Contract (Discussion)

1. By law you have to discuss my contract publicly. I declined my raise last year as I hadn't done anything yet. This year I had my raise last year approved in February and was backtracked for the year. I did want to state publicly why I am asking for a raise. I did not get the normal raise teachers received; I received my raise late last year. I accomplished what I set out to this year. Secured outside money, kept the budget healthy and set up the CTE program which brings in additional funding and helps with retention of students, and we passed the capital projects levy. Mel is the only SPED director that has balanced the SPED budget. She has brought in additional funding to fund her position. Still the lowest paid full time Superintendent, would like a raise of 2.5% 140,000. I am asking for a stipend as CTE Director. \$155,000 is the next lowest paid Superintendent in the county. I am also asking for my phone to be reimbursed, which you have done in the past. I'm asking for a small travel stipend. I'm traveling in and out of the county to make the connections and see what needs to be done. The average stipend is 250-350, I'm asking for 100. Three-year contract, fairly certain it's my last contract.
2. Loretta Bushbaum – Didn't you ask for more vacation? Andrew – I would like 30 days, I would like to be able to buy back 5 a year. I've compared with other Superintendents and this seems reasonable.
3. Anne – From my perspective it makes good sense. It is unfortunate for Thorp given the productivity and movement forward, that you would remain the lowest paid Superintendent in Kittitas County. I think it makes good sense to have the CTE Stipend. We may be forced to allow you to retire I suppose. It makes sense to break it out so that it could move to whomever is qualified to lead that program.
4. Loretta – I think Andrew should get 150,000 and then the 10,000 for the CTE. Carol – I think that sounds reasonable. Anne – I think to raise the base salary to 150,000 is to bring Thorp into line with the rest of the county. It's certainly not outrageous and is still a moderate scale. There is not doubt that Superintendent Perkins has met all of the goals in the Strategic Plan. I think it's going to be a difficult job over the next 18 months. It's exhausting leading during a crisis in all of the shifting ground.
5. The next step is to sit down with the board chair to hammer out a contract and bring it forward for approval later in the year for a July start date. Brenda – I do have a word document with the wording if you would like me to send it to you,

	<p>or if you would like me to add your changes. Anne – I think we need to sit down for further discussion. Nicki – Is this a conversation we can have at another meeting. Perkins – Yes, we will have discussions with the board chair, individual board members can have discussions with the board chair, and then we will have a public hearing, and then it will have to be voted on.</p> <p>6. Carol – Are we going to have another Executive Session? Perkins – You can have one as an executive session where I am not there. Loretta – When would this raise go into effect? Andrew – July 1.</p>
J. CORRESPONDENCE	No correspondence
K. BOARD MEMBER COMMENTS	<p>A. Loretta – Do we, as a board, need to be talking about anything regarding graduation? Andrew – Laura and Jesse and I will be discussing that and we will be talking about that at the next meeting.</p> <p>B. Anne – Can I have the story of the deer? Loretta – That ran into the bus? Did we have insurance, or did we pay out of pocket? Andrew – The reason it was so expensive is that it broke out the school bus doors. Loretta – No one was hurt. Brenda – 1,000 deductible and covered by insurance.</p> <p>C. Carol – Kids are making a brick for the walkway for the garden. It might be nice for each kid who graduated to have a brick.</p> <p>D. Carol – You mentioned that Jesse is going to try to do some things for the Seniors. A banner with their names. Nikki – I believe the Parent Group is working on that. Andrew - I would like the board to do something. Andrew – It would be nice to maybe have the board add pages to the annual and give the Seniors more space. Anne – I love that idea, I’m in favor of it. Given the current crisis, are we embarking on a historical record keeping of these events? This is something that should be intentionally kept as a record.</p> <p>E. Carol – We all read the news and learn what is happening. Some of these predictions are that this makes another round. If we start school in September and have another situation, are we prepared to go online again. Perkins – We are paying them three extra days to create online platforms. These will be in the COVID files, so that when we need to close, we have the protocols and platforms, what worked and didn’t work, for that time. My prediction is that we will have an outbreak in the county, I think we need to get ready for a three-week complete shutdown of the school district. We have a contractor to sanitize, we will be working with the health officer to see when we can start student food service, the teachers will pull out their platforms and move to online teaching, and then we’ll be back in the classroom. I don’t think we will have a state shut down again, but there will be targeted shutdowns. We may or may not be able to deliver food, it may be a true quarantine, with full disinfection. We have a lot of cross pollination, so what shuts us down may happen in Ellensburg. Our Elementary ASB is funding \$1000 worth of PPE supplies. It’s possible only high school students may be sent home and not elementary. We will listen to the health department. Anne – In reality, not enough is known about the virus, we need to be prepared for things to constantly be changing.</p> <p>F. Anne – Drew says he like Drew has done a phenomenal job with this brick project. An example of a staff member leaning in.</p>
L. ADJOURNMENT	<p>Carol Johnson motioned to adjourn the meeting; Nicki Morelli – Mayer seconded. The vote was unanimous</p> <p>Meeting adjourned at 7:43 pm</p>