

**THORP SCHOOL DISTRICT #400
BOARD OF DIRECTORS
September 22, 2020**

6:00 pm – Regular Meeting

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

Board Members Absent: Loretta Bushbaum (excused)

Guests: Andrew Perkins, Nikki Pollock, Brenda McKee, Mel Blair, Laura Jones, Andrea Green, Hilary Lampard, Lynn French, Phil Kern, Todd Gibson, Becky Hill, Drew Liedtke, Bree Willette, Melissa Carter

A. CALL TO ORDER/FLAG SALUTE	Anne Cubilie called the meeting to order at 6:00 pm. Anne Cubilie led the flag salute.
B. APPROVAL OF MINUTES	A. August 25, 2020 - Regular Board Meeting Nicki Morelli-Mayer moved to approve the minutes; Carol Johnson 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	<ul style="list-style-type: none"> A. Consideration to approve the Employment Contract for Beth Parker, Teacher, 1 FTE, effective September 1, 2020. B. Consideration to approve the Employment Contract for Lisa Clerf, Teacher, 1 FTE, effective September 1, 2020. C. Consideration to approve the supplemental contract for Alex Ahlgren, for the 2020-2021 school year. D. Consideration to approve the supplemental contract for Marylin Brown, for the 2020-2021 school year. E. Consideration to approve the supplemental contract for Lynn French, for the 2020-2021 school year. F. Consideration to approve the supplemental contract for Todd Gibson, for the 2020-2021 school year. G. Consideration to approve the supplemental contract for Andrea Green, for the 2020-2021 school year. H. Consideration to approve the supplemental contract for Becky Hill, for the 2020-2021 school year. I. Consideration to approve the supplemental contract for Laura Jones, for the 2020-2021 school year. J. Consideration to approve the supplemental contract for Phillip Kern, for the 2020-2021 school year. K. Consideration to approve the supplemental contract for Drew Liedtke, for the 2020-2021 school year. L. Consideration to approve the supplemental contract for Casceila Miller, for the 2020-2021 school year. M. Consideration to approve the supplemental contract for Elizabeth Parker, for the 2020-2021 school year.

- N. Consideration to approve the supplemental contract for Sarah Porter, for the 2020-2021 school year.
- O. Consideration to approve the supplemental contract for Kathy Scribner, for the 2020-2021 school year.
- P. Consideration to approve the supplemental contract for Brandon Searles, for the 2020-2021 school year.
- Q. Consideration to approve the supplemental contract for Karisa Searles, for the 2020-2021 school year.
- R. Consideration to approve the supplemental contract for Cheanna Siekawitch, for the 2020-2021 school year.
- S. Consideration to approve the supplemental contract for Carlee Stueckle, for the 2020-2021 school year.
- T. Consideration to approve the supplemental contract for Jesse Stueckle, for the 2020-2021 school year.
- U. Consideration to approve the supplemental contract for Erin Tasker, for the 2020-2021 school year.
- V. Consideration to approve the supplemental contract for Briann Willette, for the 2020-2021 school year.
- W. Consideration to approve the supplemental contract for Hilary Lampard, for the 2020-2021 school year.
- X. Consideration to approve the Warrant table.

SEPTEMBER 2020				
Fund	Warrant Amt	Warrant #	Electronic Transfer	Total Amount
General Fund				
Accounts Payable	\$80,076.31	41905 - 41942		
Accounts Payable	\$4,198.67	41943 - 41944		
Payroll	\$0.00	-		
Payroll Accounts Payable	\$55,229.12	41945 - 41952		
ACH File			\$220,893.70	\$360,397.80
ASB				
Accounts Payable	\$4.00	2685		\$4.00
Capital Projects				
Accounts Payable	\$32,228.17	142 - 152		\$32,228.17
Private Purpose Fund				
Accounts Payable	\$0.00	-		\$0.00
Transportation Vehicle Fund				
Accounts Payable	\$0.00			\$0.00

Nicki Morelli-Mayer moved to approve the consent agenda; Carol Johnson seconded. The vote was unanimous.

E. PUBLIC COMMENTS*

- A. None - No visible hand raises via Zoom, no hand raise Zoom buttons, nothing posted to the Zoom Chat, no unmuted participants.

F. REPORTS TO THE BOARD

- A. Superintendent's Report (Information)
 - 1. **Adverse Weather Conditions**
 In our back to school plan the Superintendent determines if we will have school by 8 p.m. the previous night so that staff and parents can make arrangements for the next day.
 The smoke that we had last week was at a level that in hindsight should have forced closure of the school on Monday and possibly Tuesday. The forecast

modeling that we used did not call for conditions that would call for closure of school on either day.

In the future I will be less inclined to go with the modeling and close school based on the most conservative estimate and visibility out my back door. We now have an air filtration system in each brick building classroom that was designed for COVID but also cleans the air of particulates. We were able to use the two air scrubbers also last week.

This was a steep learning curve for me in regard to smoke in Kittitas Valley and I appreciate all of the input. Hopefully I can make a better adverse weather call next time which is coming up this winter.

My intent is to keep schools open because in-person instruction is superior to online instruction.

2. Back to School Plan

We have made it through Labor Day and the return of CWU. We still have about five days to wash through the system any impact on Kittitas County. The county health department and CWU had a plan and it appears to be working.

Students and staff have had a steep learning curve and need our patience, grace, and empathy. I suspect most of the stress that I am encountering is due to uncertainty. Like war, this has no end date which causes anxiety, stress, and depression. We are in this together and need to remember that every time a decision is made it is with the best intention.

We need to be mindful as we go through this pandemic that we will follow our protocols while at the same time guarding the privacy of those impacted. Our plan approved by the DOH calls for notification of certain stakeholders when there is a “positive” case. Because of our cohorts this may not lead to complete school closure. The decision making process will be directed by the contact tracing team run by the county health department.

We are on track in Kittitas County to go to Hybrid A during the second quarter in November. This will be two full days of in-person instruction for all students. By then most districts in Eastern Washington will be in a Hybrid model with a few in full open. Health officials in most Eastern Washington counties have determined that social isolation of students is also a serious health issue. All studies show that when humans are isolated it suppresses the immune system.

State guidance is to start with P-5, check your systems, and then ramp up. Our 6th-12th grade will start bringing in students for testing starting on Monday. Our goal for 6th-12th grade is to have all students assessed in October so that when we get to second quarter all students in the class that need intervention have them so that the class can stay on standard and move forward. If we were to bring in all 6th-12th grade students now the gaps would not allow the teacher to adequately work with those most in need – that is their job in October. It is a much more complicated task when a student is seeing six teachers instead of one – a very complicated rubik's cube.

While I would like us to be full open we have the following challenges during the winter months:

- Flu and cold season heats up
- Social distancing requirements – Thorp has some very small classrooms

- Bus, lunch and recess social distancing
- Start of school is slow because of screening

3. Janitor

I am requesting that we add a part-time janitor to help with cleaning. Working on hiring additional Janitorial help. This is a spot that needs assistance. We thought it would be in food service, but they are doing well and don't need the extra personnel. We've spent 70K on preparing for school in COVID. We may be able to get some CARES funding. Anne - Why have we gotten so little CARES money? Perkins - Our demographics, just below 50% poverty, low number of minority students. I think that this is a number that should have just been based on students and not their demographic makeup.

4. Visitation

Tomorrow I will be visiting a high school in the Yakima Valley that is open to see their protocols. I will also be picking up more free desks from Zillah. Eastern Washington: Looking to be Hybrid by end of November
To go to Hybrid A we will need all stakeholders to be on the same page so that we get the health screenings done in advance and keep those that are sick home so that we don't have frequent closures.

5. CTE General Advisory Committee/Nursery

CTE held their annual fall meeting to approve budget, calendar of events, PD, and outreach – documents

Conservation crew work – nature trail and cross country track

We will have a grand opening on October 27 at 5 p.m. – prior to board meeting

We will also have a work party to sell pumpkins and put the student bricks in on October 24th at 9 a.m.

B. Business/HR Director Report (Information)

1. Fund Balance Report
2. Budget Status Report
3. Top 15 Vendors
4. COVID Expense Spreadsheet
 - i. Anne - I seem to remember that the state was tightening up but that we were told to spend what we needed for schools. It's disappointing that they haven't supplied funding. Brenda - Yes, I think we will continue to spend. I anticipate it hitting 6 figures.
Anne - Some of this will be helpful in the future as well such as technology and the air scrubbers.

C. Assistant Principal Report (Information)

1. We had 12-15 students come in for summer school for reading and math. I think that we were the only school with students in the building in the county. It was great to have them in under our health and safety protocols.

	<ol style="list-style-type: none"> 2. Special Education is a challenge right now. It's Federally mandated and supersedes everything. We are keeping up on all the changes. We were allowed some grace this spring so we are working hard to get that caught up now. We have a SPED plan with a timeline. We are conducting meetings with parents. It's important to have those two way conversations with parents and staff so that we are serving those families well. It's been a journey. Our main goal is student/staff safety. We have increased PPE available for staff. Some students need hands on support and staff need to have the ability to protect themselves. We have put together a priority rubric. Our OT is still online, will come in once the county is at a level 4. We are hoping to get enough students into the building and get kids their required time without having to provide recovery time once we are back in building. 3. On Sept 8, Maxwell zoomed in to conduct some trainings regarding adverse childhood experiences. She had some great information for staff as well as strategies. Went over some creative self care tools as well. 4. We will be working on training regarding Zones of Regulation. This in coordination with our 4 Tier behavior management program. 5. Paraeducators are required to have 28 hours of training over the next two years. We sent several last year and they received 14 hours. Schools have received an extension. We were able to use some of the training we have been conducting here to qualify for their 28 hours. ESD will be conducting some fall training for things that we aren't able to train on. We also have been able to get reimbursed for some of the paraeducator trainings.
D. OLD BUSINESS	<ol style="list-style-type: none"> A. OSPI Plan Approval (Discussion) <ol style="list-style-type: none"> 1. Informing you that it is in that the plan has been accepted. No district has received anything back regarding our plans.
E. NEW BUSINESS	<ol style="list-style-type: none"> A. Grand Opening - Nursery (Discussion) <ol style="list-style-type: none"> 1. It's coming along. Veterans have been helping. Jarred and Ed have to be commended for all their work to get this going. They got the power and water out there, saving the district thousands with their expertise. It's been great to have a local contractor as well. Solar will go in soon as well. The Conservation District and PNI have also been a huge help. B. Newsletter (Discussion) <ol style="list-style-type: none"> 1. Wanted you to see the newsletter we handed out. We had two days with students in building to get them into students' hands. C. Highly Capable Program (Action) <ol style="list-style-type: none"> 1. We still want to provide opportunities for those students who qualify. It will look different. We can't have students cross over their classrooms and cohorts to avoid contact. We are going to do a push in model. It will be all online or via Zooms. I have set up meetings with the families. See

	<p>how they are doing socially emotionally, see how they are adapting to their current workload, and then working on getting individualized programs for them. Letters will be sent home soon to conduct another batch of testing. Perkins - We are very lucky to have him. He is truly highly capable himself and we are going to need that to get through it.</p> <ol style="list-style-type: none"> 2. Nicki Morelli-Mayer moved to approve the Highly Capable Program; Carol Johnson seconded. The vote was unanimous. <p>D. Extra Curricular Activities & Field Trips (Discussion)</p> <ol style="list-style-type: none"> 1. Our intention is to continue these. We will work to get them virtual. In person may be possible in the second semester. Hoping to see lots of field trips in May and June. Hopefully we will see a waiver for SBAC testing. 2. Dungeons and Dragons has begun <p>E. CARES Funding (Discussion)</p> <ol style="list-style-type: none"> 1. Agency has seen a lot of money. Hoping that they will make schools their priority! <p>F. Policy 3120/3120P (1st Reading)</p> <p>G. Policy 3144/3144 Retire (1st Reading)</p> <ol style="list-style-type: none"> 1. Carol Johnon motioned to retire 3144/3144P; Nicki Morelli-Mayer seconded. Vote was unanimous. <p>H. Policy 3205/3205P (1st Reading) Asking you to pass this tonight based on the letter from the attorney. This needs to be updated procedurally</p> <ol style="list-style-type: none"> 1. Carol Johnson motioned to approve 3205/3205P; Nicki Morelli-Mayer seconded <p>I. Policy 3510/3510P (1st Reading)</p> <p>J. Policy 4314/4314P Retire (1st Reading)</p> <ol style="list-style-type: none"> 1. Carol Johnon motioned to retire 4314/4314P; Nicki Morelli-Mayer seconded. Vote was unanimous. <p>K. Policy 6112 (1st Reading)</p>
CORRESPONDENCE	<p>A. Public Health</p> <ol style="list-style-type: none"> 1. Perkins - Included this as it explains how incubation periods will work. With Labor Day and CWU starting, the full impact won't be felt till November. It was close to the end of the quarter, so that made it easy to set that as a date to go to a hybrid. <p>B. Funding Letter</p> <ol style="list-style-type: none"> 1. The one problem with technology has been the lag. We wanted to rewire the Brick Building. We want to expand the wifi to eliminate the drops and slow spots in that building. We have the money, we can't get the work done. <p>C. Todd Gibson</p> <ol style="list-style-type: none"> 1. Congratulations for passing his Athletic Director eligibility test. Had to get a perfect score.

	<p>2. Todd - Thanks to Nikki for getting the School Board Resolution. It's the agreement for Thorp to play with Kittitas for the next four seasons. Middle Sports will not begin until after the new year. High School athletes will be able to do fall workouts starting Monday. From 9/28-11/30, we are replacing the summer open season and will allow sports to have coaches work with them. There are additional restrictions. Cheer, Boys/Girls Basketball, Football, and Wrestling are all offering workouts. Kittitas was the first to have their plans approved for workouts by Dr. Larson. My concern is that parents know that that opportunity is there and that they will have to get their paperwork in order. They will need both Kittitas and Thorp paperwork done. Athletic packets, ASB fees, Physicals. We will not be providing transportation for this. And that is consistent with other districts. It will be great for them mentally and emotionally.</p>
<p>D. BOARD MEMBER COMMENTS</p>	<p>Anne - I want to thank everybody for their patience and support over the last several months as I dealt with a family emergency. I appreciate the support and community here.</p> <p>Perkins - I appreciate your kindness and compassion during this. The teachers are trying their hardest under these difficult circumstances. We chose " Heart of the Community" as our theme and it is so appropriate.</p> <p>Carol - Is there anything we can do as a board?</p> <p>Perkins - Public relations. Helping the community understand the pressure the teachers are under and how hard they are working. It's difficult when you are working harder than you ever had and parents are hammering you. The fire department has the perfect statement "in it together".</p> <p>I'm taking tomorrow to go see a school in full open in the high school and see how they are doing it. And I'm going to pick up some more free desks.</p> <p>Carol - I'm thinking like Todd, how is he going to do experiments. Todd - I'll let you know in a couple of weeks! We have to figure it out.</p> <p>Perkins - The staff are working through how to do classroom management on Zoom. They are working with their PLCs to work through a lot of this.</p> <p>Anne- I think that it's good to recognize that this is an ongoing emergency. This isn't something that happened and is over. This is continuous and new problems crop up. The more grace and generosity we can bring to our relationships with everyone is important. Trainings are good but they won't fix everything.</p> <p>Carol - The kids may learn more responsibility.</p>

	<p>Perkins - My fear is that we are stressing the kids out beyond what they can take. I'm more interested in SEL than academics right now. We will get to the academics.</p> <p>Anne - I am concerned about the teachers being under pressure and them not feeling attacked. Maybe some public expressions of appreciation and support.</p>
E. ADJOURNMENT	<p>Carol Johnson motioned to adjourn the meeting; Nicki Morelli-Mayerseconded. The vote was unanimous.</p> <p>Meeting adjourned at 7:25 pm</p>

Upcoming Board Meeting –

September 24, 2020 - Special Meeting - Policies

October 22, 2020, 6 pm - Special Meeting - Budget

October 27, 2020. 6 pm - Regular Board Meeting