

Jerome Jt. School District No. 261

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Monthly Board Report

I have been researching strategies to attract and retain the best staff for our district across the board. While also looking into ways to prevent the Burnout that happens when very dedicated employees push themselves too hard for too long. Our district is fortunate to have so many people who care deeply for this community.

I am concerned about the 260 district level staff. The exempt staff are working many more hours on a regular basis to accomplish all the “heavy lifting” this year has delivered. However, this year isn’t incredibly more arduous than an average year post Covid.

There are no longer ebbs and flows, which is why I have been working with Mr. Johnson on a few items I would ask the Board to consider.

1. To fall inline with other district in our Region and around the State.
 - a. I propose a rolling 3-year contract for our Superintendent.
 - b. I propose a rolling 2-year contract for Building Principals and Asst. Principals.
 - c. I would also like to propose a rolling 2-year contract for District Department Heads.

These rolling Administrator contracts are allowed by the State of Idaho.

The department head non-certificated contracts would be drafted as district level contracts for the half of these employees who are classified positions.

Before anyone worries that I have “lost my mind” I would also like to propose all of these contracts have a liquidation clause as an addendum, which would give our Board of Trustees a bit of security on par with the security our Board would be giving the employees.

Anyone with a rolling contract, mentioned above would be required to give notice by Apr, 1st for year-round contracts and May 1st for school passed contract or have a Liquidation Penalty of 5% of their annual contracted amount paid back to the district.

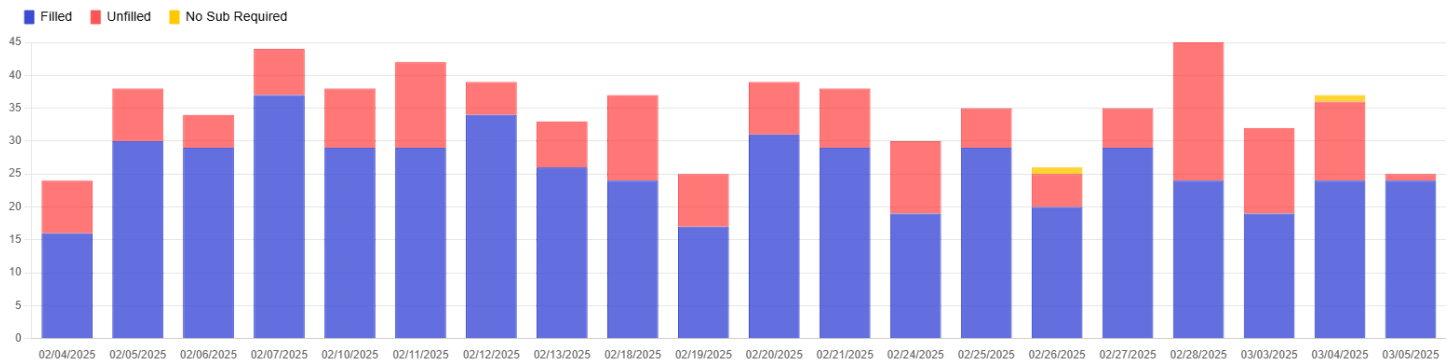
2. Leveraging time off as a benefit when we talk about mental health and work/life balance. I again looked at surrounding districts, focusing on the ones who have a habit of poaching our employees. Below are my recommendations based on information gathered, for our district level year-round staff.
 - a. I propose year-round staff be given the school break off for Christmas and Spring break. If the Board would agree to those breaks, I would propose the staff will give the Board back a week of their earned vacation level.
 - b. I would also like to propose, that first year (year-round) staff be given one week of vacation after their 90-day evaluation period.

- c. I would also like to suggest, if these items are adopted, if any year-round staff need to or choose to work through a given break, they would need to use that time as Flex, not to be sold or converted to personal leave which can also be sold per policy.

These proposals and suggestions would mean updates to a few 5000 series policy. However, those could be processed easily prior to the start of the new year.

Now to a few fun facts from the previous month.

Red Rover



Chart

We had eight medicals required, Work Comp claims. Issues ranged from slips & falls to fell off a chair being used as a ladder.

Attendance at three Career Fairs, where our team (Toni Harbaugh and myself) had the pleasure of talking about the wonderful community we live in and the Awesome and Growing district we have. The hiring team is working hard, making connections and giving the best information possible to attract people to be part of our Team.

One last item, I have to date received a combination of emails, messages and phone calls for our community at large, offering support as we work through hard things. Some have question, they want to understand what is happening. Most express appreciation for the work that is happening and want to say thank you.

Thank you for your time,

Gina Cakebread
Human Resources Director