

COSSA Regular Board Meeting  
 Monday, March 16, 2026 5:00 PM  
 Agency Board Room, 109 Penny Lane, Wilder, ID 83676



Board Members:

Sara Bartles - Chair	Present	Micah Doramus - Parma Superintendent	Present
Adam Percifield - Vice	Present	Norm Stewart - Marsing Superintendent	Present
Jessi Jensen	Present	Jen Wright - Notus Superintendent	Present
Laura Neri	Absent	Alex Zamora - Wilder Superintendent	Present
Leslie Parker	Present	Rob Sauer - Homedale Superintendent	Present

COSSA Staff Members Present:

Dr. Kelsey Williams            Superintendent  
 Tammie Anderson            Special Education Director  
 Jacob Smith                    Business Manager/ Board Clerk

1. Call Board of Trustees Meeting to Order at  
***The Board Chair called the meeting to order at 5:00pm.***
  - a. Pledge of Allegiance
  
2. Approval of Agenda (Action Item)  
***Board Member Percifield made a motion to approve the agenda; Board Member Parker seconded the motion. All voted in favor, the motion passed.***
  
3. Public Forum  
***None at this time.***
  
4. Approval of Consent Agenda (Action Item)
  - a. Board Meeting Minutes: February 18, 2026
  - b. Expenditures and Budget Report
  - c. Obsolete Items

**Board Member Percifield made a motion to approve the consent agenda; Board Member Sauer seconded the motion. All voted in favor, the motion passed.**

5. Information Reports

a. Business Office Report

**Jacob Smith presented updates regarding business office operations, grants, revenues, budgets and estimations for the upcoming FY2627 school year.**

b. Special Services Report

**Tammie Anderson presented updates regarding the current and projected changes in Medicaid for the 26/27. Also discussed was program and location changes and staffing needs for the upcoming year.**

c. Academy Report

**Terry Rothamer submitted a great update on student programs, attendance, and events.**

d. Superintendent Report

**Dr. Kelsey Williams presented updates on enrollments, funding, grant opportunities, staffing, facilities, and student programs.**

6. New Business (Action Items)

a. Possible Board Action Pending Superintendent Report

**Board Member Percifield made a motion to approve the changes to the special services programs and locations as follows: Move the K-12 Extended Resources from Parma to Marsing; share preschool services between Marsing and COSSA locations; and add extended resources to COSSA location. Board Member Parker seconded the motion. All voted in favor, the motion passed.**

b. Consider Approval of FTEs for 2026-2027

**Board Member Percifield made a motion to approve the full time equivalent positions for the upcoming school year; Board Member Parker seconded the motion. All voted in favor, the motion passed.**

c. 1st Reading - Board Policy 5500: Personnel Records

d. 1st Reading - Board Policy 5810: Comp Time for Classified Employees

e. 1st Reading - Update of existing Board Policy 3085-P1: Sexual Harassment

**Board Member Percifield made a motion to approve the first reading of Policies 5550 and 5810 as presented and Policy 3085-P1 with optional revisions. Board Member Parker seconded the motion. All voted in favor, the motion passed.**

7. Old Business (Action Items)

a. 2nd Reading - Board Policy 3510: Student Medicines

b. 2nd Reading - Board Policy 4120: Uniform Grievance Procedure

c. 2nd Reading - Board Policy 5100-P1: Hiring Process and Criteria

- d. 2nd Reading - Board Policy 5100-P2: Hiring Process and Criteria - Veteran's Preference
- e. 2nd Reading - Board Policy 5100 - Form 1: Authorization to Release Information
- f. 2nd Reading - Board Policy 5100 - Form 2: Request to Employer
- g. 2nd Reading - Board Policy 5120: Equal Employment Opportunity
- h. 2nd Reading - Board Policy 5130: Administrative Leave
- i. 2nd Reading - Board Policy 5800: Classified Employment, Assignment, and Grievance
- j. 2nd Reading - Board Policy 5800 - P1: Procedure, Classified Employee Grievance

***Board Member Percifield made a motion to approve all policies and associated forms on 2nd Reading as presented; Board Member Parker seconded the motion. All voted in favor, the motion passed.***

- 8. Executive Session- Idaho Code 74-206(b)(d): (b) To consider the evaluations, dismissal or disciplining of, or to hear complaints or charges brought against, public officers, employees, staff members or individual agents, or public school students; (d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code.

***Roll Call Vote Into Exec Session: Homedale: Yes Wilder: Yes Notus: Yes Parma: Yes Marsing: Yes The Board moved into Executive Session at 6:03pm based on the above legal parameters. The Board Chair brought the Board back into regular session at 6:56pm.***

- 9. Consider Approval of Superintendent Evaluation

***Board Member Percifield made a motion to approve the COSSA Superintendent Evaluation as presented; Board Member Parker seconded the motion. All voted in favor, the motion passed.***

- 10. Consider Approval of Superintendent Contract Renewal

***Board Member Percifield made a motion to approve the renewal of the COSSA Superintendent to be a two year contract with up to a 2% salary increase for each year and to nominate Board Member Parker to negotiate the contract on behalf of the Board. Board Member Jensen seconded the motion. All voted in favor, the motion passed.***

- 11. Board Requests to Administration

***None at this time.***

- 12. Adjournment

***Board Member Percifield made a motion to adjourn the board meeting. Board Member Parker seconded the motion. All voted in favor, the motion passed. The meeting adjourned at 6:58pm***