

**COSSA BOARD MEETING**  
**Wednesday, March 17, 2025**  
**5:00 p.m. CRTEC Board Room**

**Personnel Report**

1. Per Board Policy 5100, "Hiring Policy", the Board is hereby notified that the Director temporarily approved the hire of the following individuals, pending final Board approval:

- Alyssa Foreman-Lavell, Academy Business teacher – effective 3/10/2025

2. Per Board Policy 5350, "Resignation", the Board is hereby notified that the Director accepted the resignation of the following individuals upon recommendation of the Special Education Director:

- Jaden Cook-Ruiz -- Parapro @ Wilder - effective 03/14/25

3. Per Board Policy 5350, "Resignation", the Board is hereby notified that the Director received the resignation of the following individuals:

- Juvent Ramirez – Academy Business teacher – effective 2/21/2025
- Jose Chavez – Maintenance Supervisor – effective 6/27/2025
- Michael Sather – CRTEC Automotive Instructor – effective 5/23/2025

4. The Board is hereby notified that the Director terminated the employment agreement with the following classified employee, upon recommendation of the Special Education Director:

- None at this time



Miren Lowry &lt;lowrym@cossaschools.org&gt;

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**Fwd: Resignation**

1 message

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**Patricia Frahm** <frahmp@cossaschools.org>  
To: Miren Lowry <lowrym@cossaschools.org>

Thu, Feb 20, 2025 at 4:46 PM

Resignation  
Patricia Frahm  
COSSA CEO  
COSSA Academy Principal  
[109 Penny Lane, Wilder, ID](#)  
(208) 482-6074 ext. 1026  
(208) 880-2269 Cell  
(208) 482-7904 Fax



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From: **Juvent Ramirez** <[ramirezj@cossaschools.org](mailto:ramirezj@cossaschools.org)>

Date: Thu, Feb 20, 2025 at 4:18 PM

Subject: Resignation

To: Patricia Frahm <[frahmp@cossaschools.org](mailto:frahmp@cossaschools.org)>, Terry Rothamer <[rothamert@cossaschools.org](mailto:rothamert@cossaschools.org)>

That breaks my heart! Whoever is slandering me is lying! I'm done with the school. I resign from Cossa Academy.

**\*\*Jose Chavez\*\***  
706 N 3rd St  
Nyssa, OR 97913  
chavez30934@gmail.com  
541-212-3093  
03/07/25

**\*\*Patricia Frahm\*\***  
Superintendent  
Cossa Academy  
109 Penny Lane  
Wilder, ID 83676

Dear Patricia Frahm,

I am writing to formally resign from my position as Maintenance Supervisor at Cossa Academy, effective June 27, 2025

This was not an easy decision, as I have enjoyed working with you and the team here at Cossa. I appreciate the opportunities for professional and personal development that have been provided to me during my time here. However, after careful consideration, I have decided to pursue new challenges.

I will do everything I can to ensure a smooth transition and am happy to assist in training a replacement or completing any outstanding projects before my departure.

Thank you again for the support and opportunities over the time I've been here. I look forward to staying in touch, and I wish the company continued success.

Sincerely,  
Jose Chavez

P.S. You have been the best boss I've ever had, and I would work for you again anytime. Thank you for helping me grow in this profession and in person I hope we can stay in touch for guidance and support as you have.

**Michael W. (Zeke) Sather**  
3415 Highway 30 West  
New Plymouth, Idaho 83655  
michael.w.sather@gmail.com  
830-688-2600

10 March 2025

**Mrs. Patricia Frahm**  
CRTEC  
109 Penny Lane  
Wilder, Idaho 83676

**Subject: Resignation Letter**

Dear Mrs. Frahm,

I am writing to formally submit my resignation from my position at CRTEC, effective End of School year 2024-2025.

I have recently accepted an opportunity with Payette High School as their Automotive Instructor, a position that aligns with my professional goals and aspirations. Additionally, the recent changes being implemented by the COSSA School Board do not align with what I believe is in the best interest of the program, further solidifying my decision to move forward in my career. Payette High School is just starting their CTE Program and I have the opportunity to Build a program from the ground up. This is both exciting and sad for me because I worry about this program being mismanaged and losing all of my hard work. As you know I have put in countless unpaid hours to get this program where it is. The template for success is here if the next instructor follows it. Everything is labeled and has a place to prevent theft.

I want to express my sincere gratitude for the opportunities and support I have received during my time at CRTEC. It has been a privilege to work alongside dedicated colleagues and contribute to the program. I am committed to ensuring a smooth transition and will assist in any way I can to make the process as seamless as possible. I have started A Continuity Binder with all of the information the new instructor will need to take the program forward at the same standard I have set. My recommendation would be to put Mr. Montana in the Auto Instructor Position Next year and Hire an Intro Instructor. John knows what I have done and where everything is located. This would give the new CEO time to evaluate the new person for promotion to Automotive Technology Instructor when John retires.

To you specifically, I want to tell you how much I have appreciated your leadership over the past couple of school years. Your support of all of the programs have, in my opinion, made this organization top-notch. This program rival's schools 10 times its size. This is due to you and your leadership. Thank you so much for the opportunity you gave me and the confidence you had in me. GOD bless you in your future.

Thank you again for your leadership and support. I look forward to staying in touch and wish you and the CRTEC team continued success. Plus, I will need your expertise as I try and build the program in Payette.



Sincerely,  
**Michael W. (Zeke) Sather**



Miren Lowry &lt;lowrym@cossaschools.org&gt;

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**Fwd: Resignation for Jaden**

1 message

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**Mandy Pascale** <mandy@cossaschools.org>  
To: Miren Lowry <lowrym@cossaschools.org>

Mon, Mar 17, 2025 at 1:33 PM

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From: **Sara Hodges** <hodgess@cossaschools.org>

Date: Fri, Mar 14, 2025, 2:50 PM

Subject: Fwd: Resignation for Jaden

To: Tammie Anderson &lt;andersont@cossaschools.org&gt;, Mandy Pascale &lt;mandy@cossaschools.org&gt;

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From: **Jaden Cook Ruiz** <jcookruiz@wilderschools.org>

Date: Fri, Mar 14, 2025, 2:46 PM

Subject: Resignation for Jaden

To: Sara Hodges &lt;hodgess@cossaschools.org&gt;

I am resigning from my position as a paraprofessional from Wilder Elementary.

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**Timesheets 2024-2025 (7 hrs) 3.xlsx**  
205K