

COSSA BOARD MEETING
Monday, April 21, 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:

- None at this time.

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:

- Karie Rose, Psychologist, effective June 30, 2025
- Kristal Soland, Homedale MS teacher, effective May 30, 2025
- Lori Collins, Marsing, retirement, effective May 30, 2025
- Abbe Frantz, Marsing H.S. teacher, effective May 30, 2025
- Cameron Jensen, Marsing Para, effective April 4th, 2025
- Lisa Montana, Parma para, retirement, effective May 30, 2025

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

- Mark Williamson, Law Enforcement, effective June 30, 2025
- Miren Lowry, Business Manager, effective June 30, 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 <lowrym@cossaschools.org>

Fwd: It's official...

1 message

Tammie Anderson <andersont@cossaschools.org>

Thu, Apr 10, 2025 at 9:45 PM

To: Brian Campos <camposb@cossaschools.org>, Patricia Frahm <frahmp@cossaschools.org>, Miren Lowry <lowrym@cossaschools.org>

Tammie Anderson
Director of Special Education
Canyon-Owyhee School Service Agency

----- Forwarded message -----

From: **Karie Rose** <rosek@cossaschools.org>

Date: Thu, Apr 10, 2025 at 9:44 PM

Subject: It's official...

To: Tammie Anderson <andersont@cossaschools.org>

4/10/2025

Dear Tammie,

I have thoroughly enjoyed my year with you at COSSA. I enjoy working with someone who has such competence and confidence to train and lead our merry band through the in's and out's of our ever changing world of SPED. You have provided some great opportunities to me to learn and lead. I greatly appreciate you.

I will not be returning as a school psychologist after my contract runs out. I will be moving further into the counseling realm. I am not exactly sure where I might land but I hope our paths can cross again. Let's stay in touch.

--
Karie Rose, School Psychologist, NCSP
Canyon-Owyhee School Service Agency (COSSA)

"Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence." Helen Keller

----- Forwarded message -----

From: **Kristal Soland** <solandk@cossaschools.org>

Date: Thu, Apr 3, 2025 at 8:04 AM

Subject: Resignation

To: Tammie Anderson <andersont@cossaschools.org>, Patricia Frahm <frahmp@cossaschools.org>

Dear Patricia and Tammie,

I am writing to formally notify you that I have accepted a position with the Vallivue School District for the 2025-2026 school year. After careful consideration, I have decided to pursue this new opportunity for my professional growth.

Please know that I am committed to completing my contract for this school year and will continue to fulfill my duties and responsibilities through the end of the term. I will ensure a smooth transition for my students and colleagues during this time.

I want to express my sincere gratitude for the support, guidance, and opportunities I have received working for COSSA. Working with such a dedicated team has been incredibly rewarding, and I am thankful for the experiences I have gained during my time here.

If there is anything I can do to assist in the transition or help with any arrangements before my departure, please do not hesitate to let me know.

Thank you again for everything,

Sincerely,

Kristal Soland
Special Education Teacher
Homedale Middle School
ksoland@homedaleschools.org
208-337-5780

"Be yourself; everyone else is already taken." Oscar Wilde



Miren Lowry <lowrym@cossaschools.org>

(no subject)

1 message

Jose Chavez <chavezj@cossaschools.org>

Tue, Apr 8, 2025 at 2:15 PM

To: Mandy Pascale <mandy@cossaschools.org>, Miren Lowry <lowrym@cossaschools.org>, Patricia Frahm <frahmp@cossaschools.org>

Hay this is Jose Chavez I'm letting you know that April 18 2025 will be my last day of work I like to be paid out for my vacation pay please and thank it's been a pleasure working with you guys

To: Tammie Anderson
Special Education Director
COSSA Academy

April 2, 2025

Dear Tammie,

Good day!

The intent of this letter is to notify you of my retirement from COSSA Academy effective **at the end of the 2024- 2025 school year**. My current contract expires at the end of July, and I have filed my retirement application with PERSI.

It has been a hard decision to make in retiring from COSSA Academy. I have enjoyed my stay here and am very thankful to all my colleagues who have made my stay even more enjoyable and fulfilling. I will especially miss the students who I have come to care for over the years.

I want to thank you for the opportunity and the experience of working here. I will treasure the memories and experiences throughout my life.

I wish you all the best in the coming years.

Regards,

A handwritten signature in cursive script that reads "Lori Collins". The signature is written in dark ink and is positioned above the printed name.

Lori Collins

March 15, 2025

To Whom It May Concern:

It is with a heavy heart that I submit my resignation. Leaving *COSSA Academy* has been a challenging decision, one that I have contemplated deeply. I am truly grateful to have been part of the *COSSA* staff for the past three years. Throughout my time here, I have always felt appreciated and I thank you for building such a supportive environment. I have had the privilege of working alongside some remarkable individuals and have formed lasting friendships along the way. Thank you once again for everything.

Warm regards,

Abbe Frantz

per email 03/18/25, resignation is effective @ end of SY24-25

Dear Tammie Anderson,

I am writing to formally submit my resignation from my position as Paraprofessional at COSSA, effective April 4, 2025.

This decision was not made lightly, but after thoughtful consideration, I have determined that it is the best step for my professional and personal growth. I am sincerely grateful for the opportunities I have had at COSSA. The experience, knowledge, and skills I have gained during my tenure have been invaluable, and I deeply appreciate the support and guidance from you

Once again, thank you for the opportunity to be a part of COSSA. I hope to maintain a positive relationship in the future and wish the organization continued success.

Sincerely,

Cameron Jensen

R. Mark Williamson
9500 W. Marigold Street
Garden City, ID 83714

03APR25

Patricia Frahm, Superintendent
COSSA Regional Technical and Education Center
109 Penny Lane
Wilder, ID 83676

Dear Mrs. Frahm,

I hope this letter finds you well. After careful consideration, I have decided to tender my resignation from my position as Instructor of Law Enforcement at CRTEC, effective at the conclusion of the current school year. This decision was not made lightly, as I have deeply valued my time working under your leadership and contributing to the development of our program.

During my tenure, I have been privileged to witness the remarkable growth and success of our Secondary Law Enforcement program, which stands as one of the most advanced in Idaho. Your unwavering support and dedication have been instrumental in creating an environment where innovation and excellence thrive, and for that, I am sincerely grateful.

However, recent developments here have led me to reassess my professional path. Challenges within the broader organizational structure have made it increasingly difficult for me to envision a sustainable future in this role. As such, I believe it is in the best interest of both myself and the program to step aside at this time.

I want to assure you that I will do everything possible to ensure a smooth transition for my successor. Although I cannot in good conscience recommend this role to potential candidates given the current circumstances, I remain hopeful that positive changes will emerge to support the long-term success of CRTEC and its programs.

Thank you once again for your guidance, encouragement, and commitment to excellence. It has been an honor to work with you, and I wish you and the entire team continued success in all future endeavors. Please do not hesitate to reach out if there is any way I can assist during this transition or beyond.

Sincerely,

A handwritten signature in dark ink, appearing to read 'R. Mark Williamson', followed by a long horizontal flourish line.

R. Mark Williamson



Miren Lowry <lowrym@cossaschools.org>

Official Resignation

1 message

Miren Lowry <lowrym@cossaschools.org>
To: Patricia Frahm <frahmp@cossaschools.org>
Cc: Sara Bartles <sbartles@parmaschools.org>

Mon, Apr 21, 2025 at 4:07 PM

I am submitting my resignation as Business Manager, effective June 30, 2025.

I appreciated the opportunity to take on this role and was hopeful about the challenge. Unfortunately, it has been more overwhelming than I expected, and I have not met the standards I set for myself.

Working with the staff has been a bright spot, and I want to be clear that my struggles in this position are mine alone. They do not reflect in any way on Patricia Frahm or Mandy Pascale, whose professionalism and work ethic I greatly respect.

Thank you for the opportunity and your understanding.

Sincerely,
Miren M. Lowry

Miren M Lowry
Business Manager/Board Clerk
Canyon-Owyhee School Services Agency (COSSA)
109 Penny Lane
208-482-6074 x1003