

REGULAR BOARD MEETING

February 24, 2015

1. OPENING ITEMS

- A. The regular meeting of the Board of Trustees of Moscow School District No. 281 was called to order at 7:00 PM, February 24, 2015 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting was held in the Music Room of Moscow Middle School, 1410 East D Street, Moscow, Idaho.
- B. Fazio asked the clerk to determine if a quorum of the Board was present. Packard responded that four trustees were in attendance and a quorum was present. Trustees present were Dawn Fazio, Chair, Zone 4, Jim Frenzel, Zone 1, Eric Torok, Zone 2, and Margaret Dibble, Zone 5. Staff members present were Dr. Greg Bailey, Superintendent, Shannon Richards, Special Services Director, Carrie Brooks, Curriculum Director and Angie Packard, Board Clerk. Kim Campbell, Vice-Chair, Zone 3, was absent and excused. There were also five patrons in the audience.
- C. The agenda was approved by unanimous consent.
- D. The following minutes were presented for approval: Special Board Meeting for Executive Session, January 26, 2015 and Special Board Meeting for Revised Budget Hearing and Regular Board Meeting, January 27, 2015.

RESOLUTION 15-74

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Special Board Meeting for Executive Session, January 26, 2015 and Special Board Meeting for Revised Budget Hearing and Regular Board Meeting, January 27, 2015.

Torok moved that the Board approve Resolution 15-74, seconded by Frenzel. The motion carried 4-0-0

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. Congratulations to MHS students, Jared Dixon, Luke Miller, Meadow Poplawski, and Meghan Reisenauer, who have advanced to finalist standing in the National Merit Scholarship Program. This is a tremendous achievement.
 2. Congratulations to MHS student, Wilson Guo, who has advanced to Regional Finalist status in the Coca-Cola Scholars Program. He is one of only 250 students in the region to advance and has a chance at a \$20,000 scholarship.
 3. With the Board's recent approval of the Engineering Design course at MHS, an articulation meeting was held at LCSC and an agreement has been approved between MHS Engineering Technology Programs and students who earn a B- or above in all four of the engineering classes will receive 9 credits through LCSC.
 4. The newly offered "Walk-Fit" course at MHS is off to a great start, where it is at full capacity, with a waiting list. The students have been participating with enthusiasm and excitement in spite of the uncooperative weather.
 5. Lena Whitmore Elementary celebrated its 23rd annual Ismat Sheikh International Day on Thursday, February 5th. Students started the day hearing a favorite book, "Buenos Nochas Luna" read over the intercom, enjoyed dessert treats from around the world, dressed up in international clothing, and participated in a map and doll contest. Fourteen presenters came to share with Lena

students about a country they were from or had traveled extensively. The day ended with an amazing assembly that began with the “Parade of Nations” where the 5th graders dress in international clothing and greet the school saying “hello” in the language of the country they represent. Everyone was entertained with a Celtic dance performed by three Lena students, then beautiful performances by students from the Confucius Institute at UI. It was a wonderful day of celebrating and learning about different cultures around the world.

6. Congratulations to Defne Yuksel, McDonald 5th grader, who won first place in the ART competition for the Martin Luther King, Jr. Upper Elementary School Level from the Latah County Human Rights Task Force!
7. Congratulations to McDonald fifth graders, Kara Paterson, who won first place and Ellie Opheim, who placed second in the Spelling Bee and in the Geography Bee fifth graders, Micah Harder won first place, and Elle Benson came in second.
8. Dr. Bailey note that Lena Whitmore held their father/child breakfast event which he attended and helped serve.

B. Public Comments

1. Susan Mahoney, Lena Title I teacher and MEA President , thanked Kendra McMillan and Shannon Richard for taking time out of their schedules to attend the Teachscape training related to the Danielson evaluation method. Shannon then briefly shared her experience at the training.

- #### C. Special Projects Update - Dr. Bailey stated that the playfields are all tucked away and that he will be speaking to the city about putting up a four foot fence around the perimeter. Additionally a fence would require a gated entrance, which could also be used for a charge gate that is required for hosting district or state tournaments. The gate would be left open unless any tournaments taking place required an entrance fee. Bathroom and Science Labs final fixes on the punch list have been completed, along with the announcer’s booth, windows, roofs, boilers and wiring for a security system. Dibble asked if there will be a tour and Dr. Bailey stated he will work on that at some point. Bear Den is looking good, with the exception of a few details remaining on the punch list that need to be fixed.

Dr. Bailey then shared that the district is working with the city to make D Street and the parking lot at Moscow Middle School safer and explained what has been discussed. Torok asked if we are in the design phase yet and Dr. Bailey stated that the city has been working on some of this. There was further discussion on this project.

D. Superintendent's Report - Dr. Bailey

1. Secondary Class Loads – PE is typically higher than most other areas. The Board was provided a list for both the middle school and high school. Dibble asked what numbers we are striving for and Dr. Bailey stated 150. Dibble did note that there were several that were over that number. There was also a brief discussion on the number of students per class at the elementary level and space availability.
2. 2014-15 School Calendar Committee Update – this committee has been combined with the Collaboration Review Committee and the first meeting is Friday. A draft calendar will be presented and reviewed and then sent out to staff for input. The collaboration time will also be reviewed and notes from those meetings will be looked at. There will also be a survey sent to staff in regards to the collaboration time.
3. Legislative Review Update – On February 9-11, Dr. Bailey went to Boise with city officials to meet with various officials at the state level. Had a good meeting with transportation officials and the directors down there were impressed how the Chamber, City and School District officials, along with the UI, work together. The next week was ISBA Day on the Hill and the trustees attending were able to meet with our local representatives. Dr. Bailey also remarked on

an article he read in the newspaper today and contacted our local representatives to express his opinion.

4. Accreditation Update – everyone involved with this process is gathering necessary information to build evidence and the completion date for this project is April 3. It will then be reviewed by an outside committee to determine if everything is complete.
5. Directors Report
 - Carrie Brooks stated that she is putting in a lot of time for the accreditation process and that this is a very rewarding experience. Additionally she is working on spring and end of year summative assessments.
 - Shannon Richards shared that she is working with the Special Education teachers to administer the Alt Assessment for the spring. She also mentioned that the new special education manual is now complete and it is the recommendation of the SBE (State Board of Education) that local boards officially adopt the Manual through resolution. The manual will be brought to the Board at the March board meeting.

E. Report on Day on the Hill – Dawn Fazio, Kim Campbell and Jim Frenzel were able to attend, along with Superintendent Bailey. Dawn gave a brief report on a session she attended. She also spoke about a session that focused on the need for computer programmers. Jim then shared that he was very appreciative of the time spent with Rep. Caroline Nilsson Troy and additionally to spend time with other board members from other districts. Dr. Bailey noted that the biggest issue and most talked about was the Idaho Education Network (IEN).

F. Other – none.

3. CONTINUED BUSINESS

A. None.

4. NEW BUSINESS

- A. Maintenance/Facilities Committee – Dr. Greg Bailey, Superintendent, stated that there has been discussion to reinstate an Ad Hoc Committee to discuss future maintenance, renovation, and/or replacement of the district's facilities. Torok asked how often the meetings would be and Dr. Bailey stated 3-4 times a year to begin and then possibly 1-2 a year after that. Fazio asked when this committee would begin and Dr. Bailey stated he would like to wait until May or June to begin. Torok asked about the items on the spreadsheet that were marked 2014/15 and if they would be completed this year. Dr. Bailey then reviewed each of them and stated that all will be accomplished. Dr. Bailey also shared that there will be security cameras installed and a new key system will be implemented.
- B. Board Policy 4250.20 - Certified - Personal Leave - Dr. Greg Bailey, Superintendent stated that our board policy was not consistent with the Negotiation Agreement and that Board Policy 4250.20 - Certified - Personal Leave needed to be updated.

RESOLUTION 15-75

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the changes to Board Policy 4250.20 - Certified - Personal Leave, as presented.

Frenzel moved that the Board approve Resolution 15-75, seconded by Torok. Dibble noted that it has been the practice of the Board to have a first reading for any policy change and Dr. Bailey explained why this particular policy was brought to the Board for an action item instead. There was

additional discussion on this. The motion carried – Yay - Fazio & Torok; Nay - Frenzel; Abstain - Dibble.

- C. First Reading: Elementary Orchestra Proposal - Dr. Greg Bailey, Superintendent stated that last month the Board was presented with this request and directed him to work with the instructor in providing a formal proposal to the Board for consideration. The rationale for the request for the establishment of an elementary orchestra program is to introduce elementary students in 4th through 6th grades to the training and performance associated as a member of an orchestra. The hope is that exposure to this type of musical training will generate interest that will increase the number of participants in the secondary grade level orchestra programs. The cost associated with this program would be the compensation for the director of the program. Estimated cost would be 4-5% of the base salary. This would be determined within the negotiated agreement under the heading of 5.5 Compensated Extra-Curricular Activities. Estimate at current rate \$1,110 - \$1,387. Instrument costs would be the responsibility of the parents. Transportation would be provided by bus to the middle school where the sessions would be conducted. Parents would be responsible for students to be picked up after the sessions. No additional costs will be covered by the district.

Dr. Bailey then asked Janet McIntosh to address her reasoning for wanting to establish this program.

5. CONSENT AGENDA

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Items listed under the consent agenda have gone through Board subcommittee review and recommendation. Items may be removed from the consent agenda at the request of any board member and added to the end of the agenda.

A. Fiscal Services – Board Audit of Expenditures

Payroll, January Net Payroll	\$ 733,949.93
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 807,283.78
Accounts Payable, January Bill List	\$ 763,835.57
TOTAL BILLS and PAYROLL	\$ 2,305,069.28

B. Donations

1. Thank you to Elizabeth and Gerard Alvey for their donation of \$100 to the MMS Earth Club's composting project.
2. Thank you to the following individuals for their donations to benefit the 2nd Annual MMS World Expo: Moscow Volunteer Fire Department, one gift certificate for a Fire Engine Ride for up to five people; Pickard Orthodontics for \$50; and Palouse Habitat for Humanity, a Coffee & Hot Chocolate Basket valued at \$50.
3. Thank you to Moscow Building Supply for the donation of ear muffs, value \$100, to the Engineering Program at MHS.

C. Human Resources

1. **Certified - Stipends**

Concurrent Enrollment Course Stipends:

Bean, Carly, Teacher, Social Studies, MHS, \$680 stipend for teaching two Fall 2014 concurrent enrollment courses, effective 2/1/15.

Blount, Pat, Teacher, Math/Physics, MHS, \$340 stipend for teaching one Fall 2014 concurrent enrollment course, effective 2/1/15.

Hightower, Mike, Teacher, Language Arts, MHS, \$1020 stipend for teaching two Fall 2014 concurrent enrollment courses, effective 2/1/15.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$820 stipend for teaching two Fall 2014 concurrent enrollment courses, effective 2/1/15.

Quinn, Mark, Teacher, Science, MHS, \$480 stipend for teaching one Fall 2014 concurrent enrollment course, effective 2/1/15.

Stafford, Julie, Teacher, Economics/Business, MHS, \$380 stipend for teaching one Fall 2014 concurrent enrollment course, effective 2/1/15.

Wear, Mike, Teacher, Social Studies, MHS, \$440 stipend for teaching one Fall 2014 concurrent enrollment course, effective 2/1/15.

Building Go To Mentors:

Druffel, Sally, Teacher, Grade 4, Lena Whitmore Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

McNally, Renee, Teacher, Grade 2, Lena Whitmore Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

Thompson, Wendy, Teacher, Grade 3, McDonald Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

Mueller, Melissa, Teacher, Grade 5, Russell Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

Samson, Cynthia, Teacher, Grade 5, Russell Elementary, \$150 Stipend for being a building Go To mentor, effective 3/1/15.

Leidholm, Vicki, Teacher, Grade 2, West Park Elementary, \$300 Stipend for being a building Go To mentor, effective 3/1/15.

2. Classified – Hires

Autry, Zachary, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, 3.75 hours/day, effective 1/27/15.

Autry, Zachary, Aide, Russell Elementary, 3.75 hrs/day, effective 2/17/15.

Hagen, David, Accompanist – Elementary Choir, effective 1/29/15.

Hill, Jaclyn, Instructional Assistant Paraprofessional, Special Education Program, MMS, 3.75 hours/day, effective 1/26/15.

King, Nicole, Instructional Assistant Paraprofessional, Extended Reading Intervention Program, West Park Elementary, 2 hours/day, effective 1/28/15.

Messling, Ryan, Accompanist – Elementary Choir, effective 1/29/15.

Mitchell, Nick, Accompanist – Elementary Choir, effective 1/29/15.

Moyer, Brian, Temporary Custodian, District-wide, 4 hours/night, effective 2/17/15.

Parchen, Eric, Accompanist – Elementary Choir, effective 2/19/15.

Penoncello-Wilder, Stacey, Instructional Assistant Paraprofessional, Title I Program, District-wide, 3.75 hours/day, effective 2/17/15.

Pitner, Colleen, Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, 3.75 hours/day, effective 2/3/15.

Sudheesh, Asha, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, 3.75 hours/day, effective 1/26/15.

Vander Hoek, Michelle, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, 7.25 hours/day, effective 1/26/15.

Young, Jennifer, Custodian, Nights, District-wide, 8 hours/night, effective 2/18/15.

3. Classified – Changes/Increase/Decrease

Dyer, Teri, Aide, West Park Elementary, additional assignment, Instructional Assistant Paraprofessional, Extended Reading Intervention Program, West Park Elementary, 1.75 hours/day, effective 1/21/15.

Gallagher, Terry, Bus Driver, Transportation, completed training and assigned to a route, effective 1/29/15.

Pope, Connie, Aide, McDonald Elementary, increase from 14.75 to 24.75 hours/week, for the remainder of the school year only, effective 2/3/15.

Sonnen, Johnathan, Aide, Russell Elementary, transfer to Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, 7.25 hours/day, effective 1/26/15.

4. **Classified – Resignations/Terminations/Retirements**

Levendofsk, Laura, Food Service Worker, Russell Elementary, effective 2/3/15.

Nuhn, John, Accompanist, Elementary Schools, effective 1/30/15.

Polito, Barbara, Instructional Assistant Paraprofessional, Title I Program, District-wide, effective 1/30/15.

Potter, Andrew, Food Service Worker, MMS, effective 2/6/15.

Young, Lee, Bus Driver, Transportation, effective 2/13/15.

5. **Extracurricular - Hires/Rehires/Changes/Transfers/Resignations/Terminations/Retirements**

Baseball – MHS Hires/Rehires

Ingwell, Adam, JV Baseball Coach, MHS, effective 2/27/15.

Golf – MHS Hire/Rehires

Button, Ross, Head V Golf Coach, MHS, effective 2/27/15.

Huff, Jason, Assistant Golf Coach, MHS, effective 2/27/15.

Softball - – MHS Resignations/Terminations/Retirements

Durant, Sharaya, Assistant JV Softball Coach, MHS, effective 1/7/15.

Softball – MHS Hires/Rehires

Helbling, Stephanie, JV Softball Coach, MHS, effective 2/27/15.

Matsuoka, Ted, Head V Softball Coach, MHS, effective 2/27/15.

Tennis – MHS Resignations/Terminations/Retirements

McIhargey, Ethan, Assistant Tennis Coach, MHS, effective 2/1/15.

Track – MHS Resignations/Terminations/Retirements

Covington, Alysa, Assistant Track Coach, MHS, effective 1/23/15.

Track – MHS Hires/Rehires

Briggs, Colin, Assistant Track Coach, MHS, effective 2/27/15.

Helbling, Phil, Head V Track Coach, MHS, effective 2/27/15.

Hill, Jaclyn, Assistant Track Coach, MHS, effective 2/27/15.

Hoffman, Ryan, Assistant Track Coach, MHS, effective 2/27/15.

Lancaster, Audrey, Assistant Track Coach, MHS, effective 2/27/15.

Stypa, John, Assistant Track Coach, MHS, effective 2/27/15.

Woolridge, DeMaundray, Assistant Track Coach, MHS, effective 2/27/15.

Volunteers

Needham, Shane, Volunteer, Wrestling, MHS, effective 1/21/15.

Roberts, Justin, Volunteer, Boys Basketball, MHS, effective 1/23/15.

Fiscal Implication: These personnel actions do not exceed the budget allocation for personnel as approved by the Board.

D. Disposal of Surplus Equipment Value Under \$500 – None this month.

RESOLUTION 15-76

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves all items listed under the Consent Agenda as presented.

Frenzel moved that the Board approve Resolution 15-76, seconded by Torok. The motion carried 4-0-0. Fazio noted the donations and expressed thanks for them.

6. SUGGESTIONS AND COMMENTS

A. Public Comments

1. Susan Mahoney, MEA President, commented on the legality of the vote on the change to the board policy presented earlier this evening.
- B. Other - none

7. EXECUTIVE SESSION

- A. Motion and Roll Call for Executive Session pursuant to Idaho Code 67-2345 (1) (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency; and (f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated. The mere presence of legal counsel at an executive session does not satisfy this requirement.

RESOLUTION 15-77

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retire into Executive Session pursuant to Idaho Code 67-2345 (1) ((b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency; and (f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated. The mere presence of legal counsel at an executive session does not satisfy this requirement.

Frenzel moved that the Board approve Resolution 15-77, second by Torok.

Packard called the roll for the vote on the resolution for executive session: Fazio – yes, Frenzel – yes, Torok – yes. Dibble - yes. The vote was unanimous for the executive session. A brief break was taken prior to the Board entering into executive session. The Board then entered Executive Session at 8:19 PM. At 9:22 PM Fazio stated that the Board would be return to open session.

8. RETURN TO OPEN SESSION

At 9:23 PM Fazio stated that the Board was back in open session. Fazio then called for a motion.

RESOLUTION 15-78

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby schedules a hearing on the MEA grievance before the Board at a Special Board Meeting on March 3, 2015 at 7:00 PM.

Dibble moved that the Board approve Resolution 15-78, seconded by Torok. The motion carried 4-0-0.

9. ADJOURNMENT

With no further business, the meeting was adjourned at 9:25 PM.