

# SPECIAL BOARD MEETING

March 3, 2015

## 1. OPENING ITEMS

- A. A special board meeting of the Board of Trustees of Moscow School District No. 281 was called to order at 7:00 PM, March 3, 2015 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting was held in the Music Room, Moscow Middle School, 1410 East D Street, Moscow, Idaho. Fazio stated that the purpose of the special meeting was to hold a grievance hearing.
- 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 and Angie Packard, Board Clerk. Kim Campbell, Vice-Chair, Zone 3, was absent and excused.

## 2. NEW BUSINESS

- A. Grievance Hearing – Dawn Fazio, Chair, outlined and then read the procedures for the hearing. She then had everyone involved introduce themselves. Those present were: MEA – Renee McNally, LaDene Edwards, Susan Mahoney, Mike Wear; District Administration –Kendra McMillan, Greg Bailey, Cindy Bechinski and Carrie Brooks. Bill Marineau arrived at 7:06 PM.

There was one addition to the evidence, marked O, which Supt. Bailey supplied to the MEA and to the Board.

After the procedures were read, Fazio asked each side to give a brief, 15 minute, opening statement, beginning with the MEA. Susan Mahoney, MEA President, stated that she appreciates all the district administrators and is not seeking to place blame on any one administrator. Ms. Mahoney then gave a brief overview of the grievance that was filed by LaDene Edwards, Lena music teacher. The grievance centers on the alleged unfair treatment that Ms. Edwards feels she received in regards to not attending a UI Music Workshop during the October Professional Development days. Ms. Mahoney then directed the Board's attention to various sections of the evidence. She further stated the areas where the MEA position differs from the MSD Administration. Ms. Mahoney then stated the remedies MEA is seeking to settle the grievance.

Supt. Bailey noted that not only did he deliver a copy of his response to Step 2 to Ms. Mahoney, but he also delivered one directly to Ms. Edwards. He then gave a brief overview of the responses to the grievance. He directed the Board's attention to different sections of the evidence that he highlighted during his statement. He also stated that as he believed the remedies did not fall under the umbrella of the grievance, he did not address them.

Fazio asked who made the decision that the keyboarding class would be mandatory. Bailey responded that the administration made that decision. Fazio also asked who at each school is responsible for teaching keyboarding and Ms. Bechinski responded for McDonald. Ms. Edwards also responded to the question and stated that the lessons are designed for each grade and that there is actually a Keyboarding Curriculum that is to be followed. Mr. Marineau then stated how it works at West Park as he has three specialists at his building, one of which is Faye Nagler. He further gave an explanation on what is expected at the kindergarten level in regards to keyboarding. Fazio asked why keyboarding is even being taught. Dr. Bailey explained that keyboarding became a major concern as the new state assessment has an essay question on it for 3<sup>rd</sup> grade that must be typed. Ms. Edwards noted that the agenda for the professional development training did not specify it was just for 2<sup>nd</sup>-5<sup>th</sup> grade. Fazio then referred to page E-3 which outlines the schedule for the music activities at the UI.

There was then dialogue between Ms. Fazio and Ms. Edwards in regards to which activities she did get to attend at the UI. Fazio asked if anyone who did attend the session has shared the information with Ms. Edwards on the session she did not attend. Ms. Edwards responded that there hasn't been time as they have been busy with other things.

Torok then asked for clarification in regards to K-1 keyboarding and if he understood correctly that K-1 students are not using a physical keyboard. It was stated that was correct. Ms. Edwards then stated that she teaches 2-5 keyboarding also and they do use an actual keyboard.

Fazio then addressed the form that is used to request an alternate professional development activity and who signs the document.

Fazio also said she has a concern with who the grievance was directed at and Ms. Mahoney stated that they didn't want to point fingers at any one administrator. Dibble asked Edwards what grades she teaches keyboarding and she stated K-5.

Fazio then asked each side to provide a summation. Ms. Mahoney thanked the Board for hearing their grievance and then gave her summation of what she believes was unfair treatment. She further stated that there was an overall lack of communication in who had to attend the training.

Supt. Bailey also thanked the Board. He then stated that the administration makes decisions every day for what is best for students. He then gave his summation and stated he still does not believe that there was unfairness in regards to LaDene Edwards's request to attend the UI Music workshops.

### **3. 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.

#### **RESOLUTION 15-82**

**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.

Frenzel moved that the Board approve Resolution 15-82, 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. The Board then entered Executive Session at 8:05 PM.

### **4. RETURN TO OPEN SESSION and ADJOURNMENT**

The Board reconvened in open session at 8:40 PM and the meeting was immediately adjourned.