

## **SPECIAL MEETING FOR BUDGET HEARING**

**June 23, 2015**

### **1. OPENING ITEMS**

- A. The special meeting for the annual budget hearing of the Board of Trustees of Moscow School District No. 281 was called to order at 6:15 PM, June 23, 2015 by Kim Campbell, Vice-Chair, pursuant to Idaho Code Sections 33-506 and 33-801. The hearing was held in the Board Room of the District Office, 650 N. Cleveland St., Moscow, Idaho.
- B. A quorum of the Board was determined and trustees present were Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, Eric Torok, Zone 2 and Margaret Dibble, Zone 5. Dawn Fazio, Chair, Zone 4, was absent and excused. Staff members present were Dr. Greg Bailey, Superintendent, Sue Clark, Business Manager, Carrie Brooks, Curriculum Director, Shannon Richards, Special Services Director and Angie Packard, Board Clerk. There were also 4 patrons in the audience.

### **2. NEW BUSINESS**

- A. 2015/15 Budget Hearing – Dr. Greg Bailey, Superintendent turned the hearing over to Sue Clark, Business Manager. Sue began by introducing Jennifer Johnson, Financial Specialist, who has been working very closely with her. She then began her presentation by going through the process that is required by Idaho law for a budget hearing. She presented a PowerPoint that gave an overview of the proposed budget for 2015/16. The first slide was a graph that gave an overview of the General Budget which showed expenditures versus revenue. Sue continued through each slide giving an explanation of each graph. Trustee Torok asked what “judgment” was for and Sue deferred to Dr. Bailey for an explanation. Dr. Bailey stated this is related to any judgments against the district or if someone overpays their taxes. Trustee Campbell asked for an explanation on the Maximum Salary Apportionment and Jennifer Johnson answered her question. Sue then continued with the General Fund and what is in this and how it is listed. Sue stated that last year’s fund balance was \$4,410,132 and this year it is projected to be \$4,320,198. She then moved on to the Special Revenue Funds, which are special funds that can only be used for designated expenditures and gave a brief explanation on each special fund listed. Trustee Campbell asked why the Child Nutrition fund went down and Sue stated it was related to employee costs. Trustee Frenzel asked for a copy of the PowerPoint presentation and Sue will make it available for him and the other board members. The Board had additional questions about the special revenue funds.

Trustee Campbell stated that as this is a public hearing, the audience could ask questions if they had any. Trustee Frenzel noted that the bond project funds only covered the “tip of the iceberg.” Dr. Bailey stated that is correct and noted some of those projects. Sue then concluded her presentation and the Board thanked her for her work. There was continued discussion on the proposed budget. Dr. Bailey then spoke about additional capital improvement projects. Trustee Dibble asked about the Forest Funds and what can it be used for and Dr. Bailey stated that the funds are to be used for facilities first and then supplies. Dr. Bailey also spoke briefly about the cost of the MOSS Science Camp for the students and the transportation costs.

### **3. ADJOURN BUDGET HEARING**

There being no further questions or discussion, the Trustee Campbell, Vice-Chair, adjourned the special meeting for the budget hearing at 6:55 PM.

**REGULAR BOARD MEETING**  
**June 23, 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, June 23, 2015 by Kim Campbell, Vice-Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting was held in the Board Room of the District Office, 650 N. Cleveland St., Moscow, Idaho.
- B. A quorum of the Board was determined and trustees present were Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, Eric Torok, Zone 2 and Margaret Dibble, Zone 5. Dawn Fazio, Chair, Zone 4, was absent and excused. Staff members present were Dr. Greg Bailey, Superintendent, Susan Clark, Business Manager, Carrie Brooks, Curriculum Director, Shannon Richards, Special Services Director and Angie Packard, Board Clerk. There were also 12 patrons in the audience.
- C. The agenda was approved by unanimous consent.
- D. The following minutes were presented for approval: Regular Board Meeting, May 26, 2015.

**RESOLUTION 15-122**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Regular Board Meeting, May 26, 2015 as presented.

Frenzel moved that the Board approve Resolution 15-122, seconded by Torok. The motion carried 4-0-0.

**2. INFORMATION**

- A. Good News, Announcements or Presentations
  - 1. Congratulations to Morgan Apt, 2nd grader at McDonald, for having her picture selected for publication in the 2016 "Highway Safety Kids Calendar."
  - 2. Thank you to Dr. Ed Bechinski, UI Professor, who presented a lesson about insects to McDonald first graders and this has been his 24<sup>th</sup> year of visiting McDonald school.
  - 3. The Ducks had a sensational "Duck Fun Day" on June 4<sup>th</sup> where the students ran through the sprinklers, played Ultimate Ball, danced to an exercise video, in addition to other activities and the PTO topped off the day with popsicles.
  - 4. Lena Whitmore celebrated its 21<sup>st</sup> annual Art Day in May and it was one of the very best and smoothest days. Twenty four different artists delivered forty-seven sessions to the students throughout the day. Students created many water color prints, accordion books, stepping stones, paper kites, rain sticks, and much, much more! Thanks to all the artists for their amazing sessions as well as Lena's PAT for the financial support for the art materials and the 26 volunteer parents and retired Lena teachers for all their hard work to make it such a success!
  - 5. Thanks to ALL those amazing readers at Russell where students read 506 hours and raised \$385.00 for books for the Russell School Library.
  - 6. Russell School's Math Night was recently held in May. The evening was filled with a variety of exciting math games, a presentation on common core math, and interesting family math activities that can be played from the comfort of home. Pizza was served prior to starting the math games. Thank you to Russell School teachers Ashley Gingras and Ashley Payton for organizing the math night and to all the volunteers who helped run the games!
  - 7. Campbell stated that the high school graduation was very nice.

B. Public Comments – none at this time.

C. Superintendent's Report - Dr. Bailey

1. Facilities Update – Community playfields will continue to “rest” until next spring to allow the grass to continue to grow and get established. Final punch-list is being completed on the Science wings. The Fieldhouse locker rooms epoxy needs to be redone and some doors need repair and fixed. Contractor has until July 15 to address these issues. One other issue that has just come to light is cracks in the spectators’ bathrooms that need to be addressed. Dr. Bailey also noted that the metal around the basketball court is going to be replaced and would like to see this done by August 15. Another project that is taking place right now is the addition of a walk in freezer out at the Support Services Facility (SSF) which will replace the one at MMS. Additionally, cafeteria tables at some of the elementary schools are being replaced due to safety concerns, along with some flooring replacement and painting going on throughout the district.
2. Final Report on External Review for Accreditation – this report has been shared with all staff and will be posted on the district’s website after this meeting. The conclusion of the report recommends the district receive accreditation. There are some things that need addressed and they will be taken care of this next year, specifically a consistent safety plan among all the schools.
3. Summary of K-12 Enrollment for 2014/15 – a handout was provided to board members that Dr. Bailey reviewed.
4. Elementary Enrollment Projections for 2015/16 at this time is 942 students. Some of the elementary grades are quite large and need additional staff. Trustee Dibble asked if there was a sense of what the enrollment would be in the fall.
5. Annual Report of Committees – Dr. Bailey briefly addressed the reports for the Audit, Insurance, Sick Leave Bank & Crisis Team committees and had Carrie Brooks address the DCAC & PDC reports.
6. Superintendent Goals Update – Dr. Bailey stated that he is still working on his goals but most of this year has been consumed by the construction projects and issues. He then went through them briefly and noted what he has been doing in regards to each goal. He noted he is active throughout the community and is part of the Chamber of Commerce board. Additionally, he will serve as the president for the Region 2 Superintendents. He did say that unfortunately he has not had time to work on the possibility of a Professional/Technical school this year but plans to actively work on it in the future as there is a need for this type of school.
7. Directors Report
  - Curriculum Director – Carrie Brooks stated that the ISAT Parent reports were supposed to be ready by now but the State is still in the process of completing the scoring so they have not yet been received. She did note that the Science portion of the ISAT tests have been received, printed, and mailed to parents. Additionally, as soon as the reports are received, they will be printed and mailed to parents.
  - Special Services Director – Shannon Richards gave an update on the Extended School Year (ESY) program which began today, June 23 and will run through the last week of July. Shannon stated that she has received the determination rating from the State which is a review of the special education program in the District and went on to explain what this is. Additionally she has the opportunity to work on the Individual Education Plan (IEP) Handbook for the state this summer. There was further discussion and questions on the review determination rating and if the data is available to the public anywhere.
  - Business Manager – Sue Clark shared that Greg Harris, Transportation Supervisor, is currently in Boise attending the Idaho Association of Pupil Transportation Summer Conference; the Maintenance Department is busy taking care of various summer projects in the schools; the Summer Food Program has served an average of 300 meals per day. Additionally there is a nutrition class and Backyard Harvest program and new this year is a

reading program and distribution of books to children that the district has determined are no longer needed. Sue also stated that the Business Office will start the process for the internal audit on the financial statements next week.

Dr. Bailey then stated that all this is done through those that are here tonight and all the staff throughout the district that have stepped up to help out. Trustee Torok asked if the date has been set for the Audit Committee and Sue said it has and will get that date to him.

Trustee Campbell briefly spoke on the Accreditation Report as she was absent for the board meeting when the report was presented. Dr. Bailey also gave a brief review of the ratings within the report.

- D. Idaho School Board Association (ISBA) Resolution(s) for 2015/16 – Trustee Campbell noted that she doesn't have anything specific at this time. She noted that there is one from Cottonwood and that Cottonwood is asking for our support on this resolution. Dr. Bailey then spoke about the proposed resolution and what it contained.

### **RESOLUTION 15-123**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby supports the proposed resolution from Cottonwood School District to the Idaho School Board Association.

Frenzel moved that the Board approve Resolution 15-123, seconded by Dibble. The motion carried 4-0-0.

The Board continued discussion on possible resolutions to propose to ISBA. Dr. Bailey noted that a possible resolution could deal with employee records and what is sent to another school district when a staff member moves to another job. Trustee Dibble asked Dr. Bailey to write a resolution to that affect for the Board to review. It was noted that this would be a good resolution to submit to ISBA for consideration and the Board was in agreement with Dr. Bailey writing the proposed resolution.

- E. ISBA Training Package Options –discussed the various options available and chose Package C.  
F. Other – none at this time.

### **3. CONTINUED BUSINESS**

- A. Revisions to Elementary Counselor Job Description - Dr. Greg Bailey, Superintendent, stated that this was presented as a first reading last month and there has not been any additional changes.

### **RESOLUTION 15-124**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the job description for Elementary Counselor as presented.

Torok moved that the Board approve Resolution 15-124, seconded by Dibble. The motion carried 4-0-0.

- B. Revisions to Instructional Assistant, Secondary Library Job Description - Dr. Greg Bailey, Superintendent, noted that this was also presented last month for a first reading and no additional revisions have been made.

### **RESOLUTION 15-125**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the job description for Instructional Assistant, Secondary Library, as revised.

Dibble moved that the Board approve Resolution 15-125, seconded by Frenzel. Trustee Frenzel noted a few things that he felt should be changed such as the use of the semi-colon and this will be corrected. The motion carried 4-0-0.

- C. Teacher & Principal Evaluation Documents & Policy - Dr. Greg Bailey, Superintendent, stated that last month evaluation documents and policy covering evaluation were presented for a first reading. There have been additional revisions to the policy that were needed. The evaluation documents will have a different rubric for teachers and administrators. Dr. Bailey noted that each administrator has been going through a series of videos that are required which will give them the tools to conduct evaluations. It is the goal to have a booklet available for each teacher in the fall. Dr. Bailey is recommending that the revised evaluation documents and policy changes be approved.

### **RESOLUTION 15-126**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the teacher and principal evaluation documents and evaluation policy revisions, as presented.

Frenzel moved that the Board approve Resolution 15-126, seconded by Dibble. There was additional discussion on the evaluation documents and the formatting of the policy. The motion carried 4-0-0.

## **4. NEW BUSINESS**

- A. Adoption of 2015/16 Budget - Sue Clark, Business Manager, stated that in accordance with Idaho Code 33-801, all school districts must prepare an annual budget in the form prescribed by the State Superintendent of Public Instruction and hold a public hearing on the proposed budget. The hearing took place this evening prior to the board meeting. The budget must then be approved by the Board of Trustees.

### **RESOLUTION 15-127**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the proposed budget for fiscal year 2015/16, as presented.

Torok moved that the Board approve Resolution 15-127, seconded by Frenzel. The motion carried 4-0-0. Trustee Campbell thanked Sue and her office for all the work on the proposed budget.

- B. Preliminary Approval of Moscow Charter School (MCS) Annual Review - Dr. Greg Bailey, Superintendent, stated that as the authorizer for Moscow Charter School's charter, they are required to provide an annual accountability report. The report provides evidence of compliance to requirements outlined in their charter. Dr. Bailey further stated that Tony Bonuccelli, MCS Principal/Administrator, did a good job getting all the documentation ready.

### **RESOLUTION 15-128**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby gives preliminary approval of the Moscow Charter School Annual Accountability Report, with the audit and final approval review scheduled for October 2015, as presented.

Dibble moved that the Board approve Resolution 15-128, seconded by Frenzel. There was some discussion on why a preliminary approval is needed. The Board noted that they would like to see the documentation prior to the board meeting and Tony Bonuccelli stated that he would make it available electronically next year. The motion carried 4-0-0.

- C. 2015/16 Student Handbooks - Dr. Greg Bailey, Superintendent, stated that each year student handbooks are revised and are presented to the Board for their approval. Each administrator that was present gave a brief update on the revisions to their handbooks. There was discussion on the need for commonality among the handbooks and other topics within the schools handbooks.

### **RESOLUTION 15-129**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the 2015/16 student handbooks for Lena Whitmore Elementary, A.B. McDonald Elementary, J. Russell Elementary, West Park Elementary, Moscow Middle School, Moscow High School, and Paradise Creek Regional High School, as presented.

Frenzel moved that the Board approve Resolution 15-129, seconded by Torok. The motion carried 4-0-0.

- D. Request for Alternative Authorization for Gifted/Talented (G/T) - Dr. Greg Bailey, Superintendent, stated that the State Department of Education guidelines provide for the authorization of teachers to complete endorsements in areas of need for particular positions that are determined to be hard to fill while teaching in the affected position. G/T positions have been determined to be hard to fill in the Moscow School District and the Board of Trustees must determine by resolution that a hiring emergency exists for this particular position. No qualified candidates with G/T endorsements were forwarded to the Board of Trustees for a recently advertised position. A highly qualified and endorsed secondary teacher, Carly Bean, applied for and received a G/T position within the Moscow School District and has agreed to complete a minimum of nine (9) semester credits annually to be eligible for renewal of the alternative authorization up to a total of three (3) years. Trustee Torok asked if taking nine (9) credits for three (3) years was correct and Dr. Bailey stated it was. Torok then asked how she would do this and Dr. Bailey stated that through various colleges. Kim Mikolajczyk also provided additional information on the credits needed for endorsement.

### **RESOLUTION 15-130**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 has hereby determined that no qualified candidates with gifted/talented endorsements were forwarded to the Board of Trustees for a recently advertised gifted/talented position.

**WHEREAS:** Directed by Idaho State Board rule, the Board of Trustees of Moscow School District No. 281 hereby determines this position to be "hard to fill" and declares a hiring emergency in this area and

**NOW, THEREFORE, BE IT FURTHER RESOLVED:** That the Board of Trustees of Moscow School District No. 281 approves the request for alternative authorization for Carly Bean to fill the gifted/talented position at Moscow High School which is valid for a period of three years upon completion of the requirements set forth in Idaho State Board of Education Rules.

Torok moved that the Board approve Resolution 15-130, seconded by Frenzel. There was brief discussion on what would happen if she does not fulfill the credit requirements. The motion carried 4-0-0.

- E. Moving Russell Elementary from a Targeted Assistance Title I Program to a School-wide Title I Program - Carrie Brooks, Curriculum Director, stated that Russell Elementary is currently a Targeted Assistant Title I program but due to their Free & Reduced lunch rate, which is 54%, they qualify to have a School-wide Title I program. Carrie then briefly reviewed the difference between a Targeted Assistance and School-wide Title I program. Craig Allen, Russell Principal, also stated why he would like to see Russell have a targeted versus school-wide program and what a Title I teacher can provide to students. Dr. Bailey also added some background in regards to School-wide Title I programs.

Mr. Allen then presented the plan that was created for Russell to move to a School-wide Title I program and how this would help all students. Mr. Allen then summarized what he envisions for a School-wide Title I program. Carrie thanked Mr. Allen and his team for all the work that went into creating this plan. Trustee Torok asked is this is a one year only plan and Carrie explained that as long as Russell stays at a 40% or above in Free & Reduced lunch numbers, it will continue. Dr. Bailey noted that schools usually don't move to a School-wide Title I program unless the numbers stay at a high level.

### **RESOLUTION 15-131**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves moving Russell Elementary to a School-Wide Title I program, as presented.

Frenzel moved that the Board approve Resolution 15-131, seconded by Dibble. The motion carried 4-0-0.

- F. First Reading: Bus Driver Hiring Incentives - Dr. Greg Bailey, Superintendent, stated that bus drivers have become hard to hire and would like to see an incentive program in place to attract qualified bus drivers. He briefly reviewed the options for an incentive program that he and Greg Harris, Transportation Supervisor, put together. There was discussion on the options that were part of the incentives.

## **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, Net Payroll	\$ 782,775.36
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 823,780.77
Accounts Payable, _____ Bill List	\$ 676,387.10
<b>TOTAL BILLS and PAYROLL</b>	<b>\$ 2,282,943.23</b>

### **B. Donations**

1. Thank you to Judy Becker for her generous donation of a Craftsman 7 1/4" worm drive circular saw valued at \$150 to the MMS where it will be used in the industrial education program.
2. Thank you to the Palouse Promenaders for the \$100 donation to Lena Whitmore where it will go towards the new bike racks.
3. Thank you to Mitch Lopez, La Casa Lopez, for the donation of five meals, valued at \$52.90, for the External Review Team that came and conducted the recent accreditation review.

C. Human Resources

1. **Certified – Hires**

Johnson III, Milton, Teacher, Mathematics, MHS, 1.0 FTE, effective 8/26/15.

Nickodemus, Jessica, Teacher, Science, MMS, 1.0 FTE, effective 8/26/15.

*2015 Extended School Year (ESY) Program:*

Ventresco, Dominick, Teacher, Special Education, \$25/hour, effective 6/9/15.

2. **Certified – Hires (pending completion of all documentation)**

Paul, Shahna, School Psychologist, Lena Whitmore & McDonald elementary schools, 1.0 FTE, 200 days/year, effective 8/19/15.

Pollard, Jennifer, Teacher, Strategies/Study Skills, MHS, 1.0 FTE, effective 8/26/15.

Spangler, Wendy, Teacher, Kindergarten, West Park Elementary, .50 FTE, effective 8/26/15.

3. **Certified – Changes/Increase/Decrease**

Abbott, Pepper, Teacher, Special Education, McDonald Elementary, transfer to Teacher, Grade 4, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Bean, Carly, Teacher, Social Studies, MHS, transfer to Gifted/Talented Facilitator, MHS, 1.0 FTE, effective 8/26/15.

Belknap, Lisa, Teacher, Kindergarten, Lena Whitmore Elementary, transfer to Teacher, Grade 2, Lena Whitmore Elementary, 1.0 FTE, effective 8/26/15.

Freeland, Kris, Teacher, Kindergarten, .50 FTE, West Park Elementary, transfer to Teacher, Grade 2, West Park Elementary, 1.0 FTE, effective 8/26/15.

Hall, Heather, Teacher, Grade 3, Category 1 one year only contract, McDonald Elementary, transfer to Teacher, Grade 3, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Hamma, Lance, Teacher, Grade 5, McDonald Elementary, reassignment to Teacher, Grade 2, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Pancheri, Patricia, Gifted/Talented Facilitator, McDonald & Russell Elementary schools, reassignment to Gifted/Talented Facilitator & Literacy Teacher, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Payton, Ashley, Teacher, Grade 3, Russell Elementary, reassignment to Teacher, Grade 3, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Roll, Katherine, Teacher, Grade 2, Lena Whitmore Elementary, reassignment to Teacher, Grade 1, Lena Whitmore Elementary, 1.0 FTE, effective 8/26/15.

Summers, Terilyn, Teacher, Kindergarten, West Park Elementary, reassignment to Teacher, Grade 1, West Park Elementary, 1.0 FTE, effective 8/26/15.

Thompson, Wendy, Teacher, Grade 3, McDonald Elementary, transfer to Teacher, Grade 4, McDonald Elementary, 1.0 FTE, effective 8/26/15.

Ulrich, Kira, Teacher, Grade 1, West Park Elementary, reassignment to Teacher, Kindergarten, Lena Whitmore Elementary, 1.0 FTE, effective 8/26/15.

4. **Certified - Stipends**

*Additional time worked due to emergency caused by the construction:*

Barnes, Robin, Teacher, PE, MHS, \$330.16 stipend, effective 6/1/15.

Garcia, Jessica, Teacher, Spanish, MHS, \$288.48 stipend, effective 6/1/15.

Stanton, Heather, Teacher, PE/Health, MHS, \$236.24 stipend, effective 6/1/15.

*Fuel Up To Play 60 Advisors:*

Fealy, Genevieve, Teacher, PE, MMS, 2013/14, \$85 stipend, effective 6/1/15.

Lynn, Jennifer, Teacher, Business Technology, MMS, 2014/15, \$125 stipend, effective 6/1/15.

Shawley, Jessica, Teacher, PE, MMS, 2013/14, \$85 stipend, effective 6/1/15.

Shawley, Jessica, Teacher, PE, MMS, 2014/15, \$125 stipend, effective 6/1/15.

Thill, John, Teacher, PE, MMS, 2013/14, \$85 stipend, effective 6/1/15.

*District Curriculum Assessment Committee (DCAC) Attendance:*

Bascom, Wes, Teacher, Grade 4, McDonald Elementary, \$93.75 stipend for attending 3 DCAC meetings, effective 6/1/15.



Curnes, Krista, Teacher, Grade 3, Russell Elementary, \$125 stipend for attending 4 DCAC meetings, effective 6/1/15.

Druffel, Sally, Teacher, Grade 4, Lena Whitmore Elementary, \$93.75 stipend for attending 3 DCAC meetings, effective 6/1/15.

Golightly, Kari, Teacher, Language Arts, MMS, \$93.75 stipend for attending 3 DCAC meetings, effective 6/1/15.

Hamma, Lance, Teacher, Grade 5, McDonald Elementary, \$125 stipend for attending 4 DCAC meetings, effective 6/1/15.

Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, \$125 stipend for attending 4 DCAC meetings, effective 6/1/15.

Samson, Cindy, Teacher, Grade 5, Russell Elementary, \$125 stipend for attending 4 DCAC meetings, effective 6/1/15.

Stone, Natalie, Counselor, MMS, \$31.25 stipend for attending 1 DCAC meeting, effective 6/1/15.

Summers, Terilyn, Teacher, Kindergarten, West Park Elementary, \$62.50 stipend for attending 2 DCAC meetings, effective 6/1/15.

Walker, Dean, Teacher, Mathematics, MHS, \$93.75 stipend for attending 3 DCAC meetings, effective 6/1/15.

*Professional Development Committee (PDC) Attendance:*

Bean, Carly, Teacher, Social Studies, MHS, \$125 stipend for attending 4 PDC meetings, effective 6/1/15.

Foss, Matthew, Teacher, Mathematics, MMS, \$62.50 stipend for attending 2 PDC meetings, effective 6/1/15.

Markley, Rick, Teacher, PE, Russell & West Park Elementary schools, \$93.75 stipend for attending 3 PDC meetings, effective 6/1/15.

Pancheri, Patricia, Gifted/Talented Facilitator, McDonald & Russell Elementary schools, \$93.75 stipend for attending 3 PDC meetings, effective 6/1/15.

Spangler, Julie, Teacher, Grade 1, West Park Elementary, \$125 stipend for attending 4 PDC meetings, effective 6/1/15.

*Insurance Committee Attendance:*

Aiello, Rachel, Teacher, Math, MMS, \$111.08 stipend for attending 4 Insurance Committee meetings, effective 6/1/15.

Albrecht, Jason, Teacher, Social Studies, MMS, \$111.08 stipend for attending 4 Insurance Committee meetings, effective 6/1/15.

Allenger, Bob, School Psychologist, MHS/MMS, \$83.31 stipend for attending 3 Insurance Committee meetings, effective 6/1/15.

Carscallen, Lisa Teacher, PE, McDonald Elementary, \$55.54 stipend for attending 2 Insurance Committee meetings, effective 6/1/15.

Dorschel, Joann, School Nurse, District-wide, \$27.77 stipend for attending 1 Insurance Committee meeting, effective 6/1/15.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$83.31 stipend for attending 3 Insurance Committee meetings, effective 6/1/15.

Heidelberger, Betty, Counselor, Lena Whitmore, \$83.31 stipend for attending 3 Insurance Committee meetings, effective 6/1/15.

Jessup, Patricia, Teacher, Special Education, MHS, \$55.54 stipend for attending 2 Insurance Committee meetings, effective 6/1/13.

Leendertsen, Shirley, Teacher, Grade 1, West Park Elementary, \$83.31 stipend for attending 3 Insurance Committee meetings, effective 6/1/15.

Parce, Jerri, Teacher, Grade 6, MMS, \$111.08 stipend for attending 4 Insurance Committee meetings, effective 6/1/15.

*Spring 2015 Concurrent Enrollment Course:*

Bean, Carly, Teacher, Social Studies, \$400 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

Blount, Pat, Teacher, Mathematics/Physics, \$320 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

Brandt, Thomas, Teacher, Mathematics, MHS, \$940 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

Hightower, Mike, Teacher, Language Arts, MHS, \$500 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$760 stipend for teaching 2 spring 2015 concurrent enrollment courses, effective 6/1/15.

Lyon, Rachel, Teacher, Language Arts, MHS, \$1,240 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

McMurtry, Amy, Teacher, Art, MHS, \$640 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

Quinn, Mark, Teacher, Science, MHS, \$1,100 stipend for teaching 3 spring 2015 concurrent enrollment courses, effective 6/1/15.

Stafford, Julie, Teacher, Business/Psychology, MHS, \$500 stipend for teaching a spring 2015 concurrent enrollment course, effective 6/1/15.

*Leadership Premium:*

Abbott, Pepper, Teacher, Special Education, McDonald Elementary, \$ 875 stipend, effective 6/1/15.

Abendroth, Lance, Teacher, PE/Health, MHS, \$1750 stipend, effective 6/1/15.

Adams, Glenn, Teacher, Special Education, PCRHS, \$875 stipend, effective 6/1/15.

Aiello, Matt, Teacher, Special Education, MMS, \$1,800 stipend, effective 6/1/15.

Aiello, Rachel, Teacher, Mathematics, MMS, \$1750 stipend, effective 6/1/15.

Albrecht, Jason, Teacher, Social Studies, MMS, \$1,800 stipend, effective 6/1/15.

Allenger, Robert, School Psychologist, MMS/MHS, \$1,350 stipend, effective 6/1/15.

Alvey, Elaine, Teacher, Grade 6, MMS, \$875 stipend, effective 6/1/15.

Ardern, Kara, Teacher, Title I, West Park Elementary, \$2,625 stipend, effective 6/1/15.

Bascom, Weston, Teacher, Grade 4, McDonald Elementary, \$1,775 stipend, effective 6/1/15.

Belknap, Lisa, Teacher, Kindergarten, Lena Whitmore Elementary, \$1,750 stipend, effective 6/1/15.

Bell, Deborah, Teacher, Grade 2, McDonald Elementary, \$875 stipend, effective 6/1/15.

Berthiaume, Mary, Teacher, Music, McDonald Elementary, \$875 stipend, effective 6/1/15.

Boehne, Susan, Teacher, Grade 4, McDonald Elementary, \$875 stipend, effective 6/1/15.

Curnes, Kris, Teacher, Grade 3, Russell Elementary, \$1,750 stipend, effective 6/1/15.

Dalebout, Gerald, Teacher, Social Studies, MHS, \$875 stipend, effective 6/1/15.

Druffel, Sally, Teacher, Grade 4, Lena Whitmore Elementary, \$1,775 leadership stipend, effective 6/1/15.

Faircloth, Cyndi, Teacher, multi subjects, PCRHS, \$3,500 stipend, effective 6/1/15.

Flabetich, Allison, Teacher, Title I, Russell Elementary, \$1,750 stipend, effective 6/1/15.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$2,625 stipend, effective 6/1/15.

Foss, Matthew, Teacher, Mathematics, MMS, \$875 stipend, effective 6/1/15.

Gillette, Cheryl, Teacher, Grade 3, Lena Whitmore Elementary, \$1,750 stipend, effective 6/1/15.

Gingras, Ashley, Teacher, Grade 4, Russell Elementary, \$875 stipend, effective 6/1/15.

Golightly, Kari, Teacher, Social Studies, MMS, \$900 stipend, effective 6/1/15.

Gress, Arianna, Teacher, Grade 4, Russell Elementary, \$875 stipend, effective 6/1/15.

Haley, Matthew, Teacher, Social Studies, MMS, \$1,775 stipend, effective 6/1/15.

Hamma, Lance, Teacher, Grade 5, McDonald Elementary, \$2,625 stipend, effective 6/1/15.

Heidelberger, Betty, Counselor, Lena Whitmore & West Park elementary schools, \$1,750 stipend, effective 6/1/15.

Hespelt, Nate, Counselor, MMS, \$875 stipend, effective 6/1/15.

Hightower, Jenni, Counselor, West Park Elementary & PCRHS, \$3,500 stipend, effective 6/1/15.

Hightower, Michael, Teacher, Language Arts, MHS, \$875 stipend, effective 6/1/15.

Hill, Cherisse, Teacher, Grade 3, Russell Elementary, \$875 stipend, effective 6/1/15.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$1,350 stipend, effective 6/1/15.

Jakich, Charlene, Counselor, MHS, \$875 stipend, effective 6/1/15.

Johnson, Denise, Teacher, Grade 1, McDonald Elementary, 1,750 stipend, effective 6/1/15.

Lawton, Lori, Teacher, Science, MMS, \$875 stipend, effective 6/1/15.

Leendertsen, Shirley, Teacher, Grade 1, West Park Elementary, \$875 stipend, effective 6/1/15.

Leidholm, Vicki, Teacher, Grade 2, West Park Elementary, \$1,750 stipend, effective 6/1/15.

Lucks, Stephanie, Teacher, Special Education, West Park Elementary, \$3,525 stipend, effective 6/1/15.

Lynn, Jennifer, Teacher, Business Technology, MMS, \$2,625 stipend, effective 6/1/15.

Lyons, Monica, Counselor/School Psychologist, Russell & West Park elementary schools, \$1,312.50 stipend, effective 6/1/15.

Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, \$3,500 stipend, effective 6/1/15.

Markley, Rick, Teacher, PE, Russell & West Park elementary schools, \$875 stipend, effective 6/1/15.

McMurtry, Amy, Teacher, Art, MHS, \$875 stipend, effective 6/1/15.

McNally, Renee, Teacher, Grade 2, Lena Whitmore Elementary, \$875, stipend, effective 6/1/15.

Merten, Mary Kay, Teacher, Special Education, MHS, \$875 stipend, effective 6/1/15.

Mikolajczyk, Kim, Counselor, McDonald Elementary, 1,750 stipend, effective 6/1/15.

Mock, Judy, Teacher, Grade 5, Lena Whitmore Elementary, \$875 stipend, effective 6/1/15.

Mueller, Melissa, Teacher, Grade 5, Russell Elementary, \$1750 stipend, effective 6/1/15.

Mundell, Janet, Speech Language Pathologist, McDonald Elementary, \$875 stipend, effective 6/1/15.

Nagler, Faye, Library Media Generalist, Elementary Schools, \$875, stipend, effective 6/1/15.

Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, \$1,750 stipend, effective 6/1/15.

Pannkuk, Molly, Teacher, Grade 1, Lena Whitmore Elementary, \$875 stipend, effective 6/1/15.

Parce, Jerri, Teacher, Grade 5, McDonald Elementary, \$2,675 stipend, effective 6/1/15.

Payton, Ashley, Teacher, Grade 5, Russell Elementary, \$875 stipend, effective 6/1/15.

Pollard, Matthew, Teacher, Mathematics/Science, PCRHS, \$2,625 stipend, effective 6/1/15.

Ray, Geri, Teacher, Special Education, McDonald Elementary, \$875 stipend, effective 6/1/15.

Ringo, Tiffany, Teacher, Grade 3, Lena Whitmore Elementary, \$875 stipend, effective 6/1/15.

Samson, Cynthia, Teacher, Grade 5, Russell Elementary, \$900 stipend, effective 6/1/15.

Sant, Stephanie, Teacher, Movement, McDonald Elementary, \$875 stipend, effective 6/1/15.

Scheef, Andy, Teacher, Special Education, Transition, MHS, \$875 stipend, effective 6/1/15.

Schneegans, Stephanie, Teacher, Grade 4, Russell Elementary, \$1,750 stipend, effective 6/1/15.

Schroeder, Maurene, Teacher, Kindergarten, West Park Elementary, \$1,750 stipend, effective 6/1/15.

Shawley, Jessica, Teacher, PE, MMS, \$875 stipend, effective 6/1/15.

Spangler, Julie, Teacher, Grade 1, West Park Elementary, \$875 stipend, effective 6/1/15.

Stafford, Julie, Teacher, Business, MHS, \$1,750 stipend, effective 6/1/15.

Stelck, Lulu, Gifted/Talented Facilitator, Lena Whitmore & West Park elementary schools, \$3,500 stipend, effective 6/1/15.

Stephens, Debra, Teacher, Special Education, Lena Whitmore Elementary, \$875 stipend, effective 6/1/15.

Stone, Natalie, Counselor, MMS, \$2,650 stipend, effective 6/1/15.

Summers, Terilyn, Teacher, Kindergarten, West Park Elementary, \$875 stipend, effective 6/1/15.

Thompson, Wendy, Teacher, Grade 3, McDonald Elementary, \$2,625 stipend, effective 6/1/15.  
Vietmeier, Kathy, Teacher, Grade 2, West Park Elementary, \$1,750 stipend, effective 6/1/15.  
Walker, Dean, Teacher, Mathematics, MHS, \$2,625 stipend, effective 6/1/15.  
Waring, Vicki, Teacher, Special Education, Lena Whitmore Elementary, \$1,750 stipend, effective 6/1/15.  
Wear, Michael, Teacher, Social Studies, MHS, \$875 stipend, effective 6/1/15.  
Whittaker, Danika, Teacher, Mathematics, MHS, \$875 stipend, effective 6/1/15.  
Wilson-Bailey, Angela, Teacher, Social Studies, MMS, \$1,750 stipend, effective 6/1/15.  
Wood, Lisa, Teacher, Grade 2, West Park Elementary, \$1312.50 stipend, effective 6/1/15.

**5. Certified – Resignations/Terminations/Retirements**

Costa, Jennifer, Teacher, Spanish, MMS, Effective 6/10/15.

**6. Classified – Hires**

*MHS Student Employees:*

Cornwall, Joseph, Auditorium Tech, MHS, effective 9/17/14.

*Temporary Custodians/Painters:*

Bockmier, Weldon, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

Chandler, Deven, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

Hofmann, Ryan, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

Lindsley, Kyle, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

VanHouten, Kalissa, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

Young, Jennifer, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

*2015 Extended School Year (ESY) Program:*

Moos, Evelyn, Interpreter for the hearing impaired, effective 6/23/15.

**7. Classified – Changes/Increase/Decrease**

Autry, Zachary, Instructional Assistant Paraprofessional, Special Education, West Park Elementary, additional assignment, Temporary Custodian/Painter, 40 hours/week, summer 2015 only, effective 6/15/15.

Brinkerhoff, Cathy, Instructional Assistant Paraprofessional, Special Education, MHS, additional 1 hour, 4 days/week, ended, effective 6/5/15.

Lambert, Rachel, Aide, McDonald Elementary, transfer to Instructional Assistant Paraprofessional, Special Education Program, Preschool, McDonald Elementary, 7.25 hours/day, effective 8/28/15.

Williams, John, Instructional Assistant Paraprofessional, Special Education, Lena Whitmore, additional assignment of Bus Aide ended, effective 6/5/15.

*Additional Assignments for the 2015 Extended School Year (ESY) Program:*

Barnes, Rebecca, Instructional Assistant Paraprofessional, Brailist, effective 6/22/15.

Brooker, JoDee, Instructional Assistant Paraprofessional, Speech/Language, effective 6/22/15.

Dodson, Kathryn, Instructional Assistant Paraprofessional, Special Education, effective 6/22/15.

Fleischman, Kathleen, Instructional Assistant Paraprofessional, Special Education, effective 6/22/15.

Foutch, Kelli, Instructional Assistant Paraprofessional, Special Education, effective 6/22/15.

Johnston, Barbara, Instructional Assistant Paraprofessional, Special Education, effective 6/22/15.

Trevison, Marie, Instructional Assistant Paraprofessional, Special Education, effective 6/22/15.

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

Dater, Tim, Aide, Classroom, Russell Elementary, effective 6/5/15.

Hause, Aasha, Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, effective 6/5/15.

Jones, Jessica, Secretary/ Instructional Assistant Paraprofessional, PCRHS, effective 6/12/15.

Lemaire, Michelle, Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, effective 6/5/15.

Rose, Chelsea, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 6/5/15.

Sonnen, John, Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, effective 6/5/15.

White, Peter, Bus Driver, Transportation, effective 5/26/15.

*MHS Student Employees:*

Jonathan, Keridwyn, Kitchen Helper, MHS, effective 6/5/15.

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

*Cheerleading – MHS Hires*

Napier, Sara, JV Cheerleader Coach, MHS, effective 8/10/15.

*Football – MHS Resignations/Terminations/Retirements*

Running, Mitch, Assistant Football Coach, MHS, effective 6/10/15.

*Volleyball – MHS Hires*

Mathis, Haylee, 9th Grade Volleyball Coach, MHS, effective 8/14/15.

*Wrestling – MHS Hires*

Needham, Shane, Head V Wrestling Coach, MHS, effective 11/16/15.

*Boys Basketball – MHS Hires*

Uhrig, Josh, Head V Boys Basketball Coach, MHS, effective 11/13/15.

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 15-132**

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

Torok moved that the Board approve Resolution 15-132, seconded by Frenzel. The motion carried 4-0-0.

**6. SUGGESTIONS AND COMMENTS**

A. Public Comments

1. Molly Hirschbiel, Title I ParaPro at Russell, thanked Craig Allen for his presentation tonight and is excited for next year.

**7. EXECUTIVE SESSION**

- A. Motion and roll call vote 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; and (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency.

**RESOLUTION 15-133**

**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; and (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency.

Dibble moved that the Board approve Resolution 15-133, second by Frenzel. Roll call for the vote on the resolution for Executive Session: Campbell – 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 9:40 PM.

Trustee Campbell left the Executive Session at 9:58 PM.

Kevin Hill, MMS Principal, then entered the Executive Session at 10:00 PM.

## **8. RETURN TO OPEN SESSION**

- A. The Board returned to open session at 10:30 PM. and took action on the item discussed in Executive Session.

### **RESOLUTION 15-134**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby directs Dr. Bailey to work with the district's attorney in regards to the matter related to Teacher A and future employment with the Moscow School District.

Frenzel moved that the Board approve Resolution 15-134, seconded by Torok. The motion carried 3-0-0.

## **9. ADJOURNMENT**

With no further business, the meeting was adjourned at 10:37 PM.