

REGULAR BOARD MEETING

March 29, 2016

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, March 29, 2015 by Dawn Fazio, 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 Dawn Fazio, Chair, Zone 4, Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, Eric Torok, Zone 2 and Martha Schmidt, Zone 5. 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 14 patrons in the audience. Trustee Fazio acknowledged the passing of Doug Fisher, physical education teacher at Lena, with a few moments of silence.
- C. The agenda was amended to pull the bill list from the consent agenda for discussion under information and the amended agenda was then approved by unanimous consent.
- D. The following minutes were presented for approval: Revised Budget Hearing, February 23, 2016; Regular Board Meeting, February 23, 2016; Special Board Meeting, March 7, 2016; Special Board Meeting, March 23, 2016.

RESOLUTION 16-79

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Revised Budget Hearing, February 23, 2016; Regular Board Meeting, February 23, 2016; Special Board Meeting, March 7, 2016; Special Board Meeting, March 23, 2016.

Torok moved that the Board approve Resolution 16-79, seconded by Schmidt. The motion carried 5-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. PRESENTATION: Music Program - Joel Pals began the presentation by providing the Board with a copy of the PowerPoint presentation that would be given. He thanked the Board for allowing the music teachers to share their vision with them. Lisa Steckel spoke about "No Child Left Behind" and the impact it has had on education. She also shared some statistics that supported the impact of music on the overall education of students. Mr. Pals then showed a video clip on the benefits of music on the brain in the areas of critical thinking, problem solving, collaboration and communication. Ms. Steckel went on to share a graph showing the drop in support of music education in the District. She also spoke about the pay that piano accompanists receive. Mr. Pals then stated that several of the teachers would share the vision of the music department beginning with elementary. Janet McIntosh spoke on the orchestra program that is offered for grades 3-5 and how she would like to see it increased to include a pull out time during lunch recess for intermediate students. Tom Garrett spoke on the program at MMS and what is offered at that level. Mr. Garrett noted that the program covers 7th & 8th grade. When 6th grade came to the MMS, the number of minutes was decreased and he would like to see more music classes offered to 6th graders such as orchestra, band and choir. Mr. Garrett also spoke on how the music program has diminished since he began in the district in 1996. Stephanie Sant spoke on what is being offered at the high school level and went through the programs. She also shared what performances the students are involved in throughout the year and the impact on their attendance. Ms. Sant stated that Dr. Bailey asked her to address how many days students in music miss and she said that those in band miss two days; choir & orchestra misses three days and jazz band & choir miss one day. Additionally, if they go to State or All Northwest two to

three additional days are missed depending on where the event is being held that year. Ms. Sant also said that at Districts only a half day is missed because it is held in Moscow and Solo competitions miss zero days. Ms. Sant stated that the music department at the high school would like to see expanded elective offerings such as auditioned choir, music theory/composition, digital recording and guitar 1 & 2. Mr. Pals then added that having music as an elective, that 80% of students do not choose music because of how the master schedule is built, causing conflicts with core classes. He would like to see this changed with additional choices for music electives as Ms. Sant had noted. Mr. Pals would also like to propose changes to the marching band program, such as a replacement schedule for uniforms (current uniforms were purchased in 1992), a paid position for an assistant director & color guard, add music & drill writing to the MHS budget, and provide an increase in the travel budget for local & regional festivals. He would also like to see an MHS Sequential Band and outlined the proposal for the program. Mr. Pals concluded the presentation with the additions the music department would like to see which were broken out into three phases. Phase 1 would include an increase to the rate of pay of piano accompanists, require 6th grade music to be for the full school year for band, orchestra & choir, add 11th grade orchestra, add MHS audition choir; Phase 2 would add high school electives and expand the marching band program; and Phase 3 would add Sequential Band to the MMS and MHS. Mr. Pals would also like to see a music needs assessment committee formed. Mr. Pals thanked the Board for listening to them and concluded the presentation with a quote about why music matters. Trustee Fazio thanked them for their presentation. Trustee Campbell had a question on the 5th grade orchestra program. Janet McIntosh shared that they currently have a beginning orchestra program after school for grades 3-5 and parents of current 4th graders asked if their 5th graders would have to take the beginning class again and stated that is why she would like to provide a pull-out program during lunch recess for an intermediate orchestra class for 5th grade students. Trustee Frenzel asked if the number of offerings decreased because of the low interest or funding. Mr. Garrett then shared that around 1998 or 1999, intermediate band needed to go and tutorial needed to be taught. He also said that this was only supposed to be for one year, but it has never come back. Mr. Pals also stated again that at the high school when the master schedule is built, if band is only offered at a certain time, and if a core class is needed at that time, then band is not chosen. Ms. Sant also noted that back when West Park and Russell were split to become a K-3 and 4-6 configuration, a music teacher and a PE teacher were cut causing an impact in those programs at West Park and Russell.

2. Congratulations to the MHS Buddy Club for being selected as a recipient of STCU's (Spokane Teachers Credit Union) Credit 2 Kids award. They were nominated by teacher Cory Singleton and selected by a panel of STCU judges and awarded \$500 for the great work these teens are doing in their school and community.
3. Congratulation to West Park students for earning a circus assembly by reading 8,030 books (the goal was to read 5000 books.) They all became "Stars in the Greatest Show on Earth" and were rewarded with their very own clown noses. Some of the things they saw were clowns, a Plate Spinner, and a dog named Kenai who did tricks.
4. Russell Elementary students did an outstanding job reading during the month of February where the total count for the school was over 200,000 pages being read which works out to over 1,000 pages per student. As a result of the school challenge, the student council decided that Principal Craig Allen would get to dress up in a funny outfit and be a student for the day.
5. Moscow Middle School Math Counts Team and Individual Competitors went to State Competition on Friday, March 11. Congratulations to Jieyan Wang, who placed 9th in the state and made it to the Countdown Round, Mathcounts members (Ajay Klas, Dalton Conway, Freddie Rogers, Isaac Pimental, Micah Wolbrecht and Jieyan Wang) placed 4th overall in the state of Idaho! Great work team.
6. The Society of Health and Physical Educators and Just Dance, makers of the active video game used in schools and homes around the world, have named Moscow Middle School the first ever

Just Dance School of the Year. Physical education teacher Jessica Shawley, 2012 SHAPE America National Middle School Physical Education Teacher of the Year, will accept the award on behalf of her 550 students and fellow physical education colleagues. Just Dance aligns with SHAPE America's National Standards for K-12 Physical Education and has been embedded into Moscow Middle School for the past five years, as part of a pilot study program. Shawley teaches a dance unit that includes learning how to play the video game, teaching specific moves to the songs and discussing how exer-gaming can be a lifetime fitness choice.

7. Trustee Fazio shared that Kim Campbell was recently honored as "Women of Distinction" at WSU.

B. Public Comments

1. Jenny Fereday, Lena librarian, invited the Board to attend the TOY banquet scheduled for April 28 beginning at 5 PM at the 1912 Center.
2. Brenda Riendeau shared that the MHS wrestling team had 8 wrestlers go to state and she is very excited about the future of MHS wrestling.

C. Superintendent's Report - Dr. Bailey

1. Notification of Bid Acceptance for MMS Parking Lot Renovation – Dr. Bailey reviewed the bid tabulation process and what is involved in this bid. The bid was for \$265,000 which is \$65,000 over what was expected. The contractor stated that he could make some changes and it looks like it might be adjusted to \$230,000. The funds are available through the bond dollars. This project is in conjunction with the Idaho Transportation Department and the City of Moscow.
2. Update Regarding All-Day Kindergarten and Screening – the teachers and administrators have been working very hard. April 1 is the day that parents can begin scheduling appointments. McDonald will do screening on April 11 & 12, Lena on April 13 & 14 and West Park on April 25 & 26. Dr. Bailey has received positive feedback from parents and also stated that each kindergartener will receive a bag filled with helpful items for them.
3. Update Regarding Moscow School District Education Foundation – Cindy Bechinski has been selected as the president. Other members on the board are: Dan Carscallen, Vice President, Marshall Comstock, Carla Jones, Roger Korus, Michael Pickard, Brenda Richards, Gina Tarusco, and Kathy Weber. Board members serve a one, two or three year term on a rotating basis. An accountant and lawyer are also involved in helping with this foundation. The foundation board members are hoping to begin informing the community on how they can become involved and how they can make a contribution.
4. Response to Albertson's "Don't Fail Idaho" Campaign – Dr. Bailey stated that he is not ready to support this program at this time. He will be crafting a letter that he will share with the Board before sending it to the State Department.
5. Directors' Reports:
 - Business Manager – Sue Clark stated that all is well in the business office, transportation, facilities and food service departments. Trustee Torok asked when the meeting with Cade would take place. Dr. Bailey stated they are waiting until after April 15 to contact Cade to set a date.
 - Curriculum Director – Carrie Brooks stated that ISAT testing window starts March 28 and IRI testing will begin April 4.
 - Special Services Director – Shannon Richards stated that every year compliance monitoring takes place on special education files for the year and we are good to go. Minor issues were found and corrected.

- D. Discussion on the bill list. Trustee Torok stated that he had a question on the two separate bills paid to the City of Moscow and asked Sue Clark to explain it to the Board as she had explained it to him. Sue stated that two bills received in February from the City of Moscow for \$19,800 (billed quarterly from October to January) and \$27,000 (yearly bill for 2015) are related to costs for the Moscow School District Community Playfields and what they covered. In the future costs for the MSD Community playfields will be billed monthly at \$4900. Trustee Fazio also had a question about the

bill from Mike's Heating and Sue will get an explanation for her. Trustee Campbell stated that she is very impressed with how much the District uses local vendors.

- E. Board Goals: (these will be listed as a part of the agenda and meeting minutes each month)
1. Develop an effective process for long range planning.
 - Develop a revised mission and vision statement to unify and guide the district.
 - Develop a long term facilities plan to communicate the needs of the district.
 - Develop a financial plan that will support the needs of the school district.
 2. Strengthen skills in effective leadership within the Board of Trustees.
 - Attend trainings to learn new skills and strengthen knowledge of good boardsmanship.
 - Review and revise policies to achieve consistency across the district.
 3. Enhance communication with all stakeholders.
 - Identify ways to increase opportunities to communicate with the stakeholders.
 - Identify what information needs to be communicated more effectively.
- F. Mission and Vision Statements Update – Trustee Fazio stated that the Board had a workshop last week and worked on the mission and vision statements. Dr. Bailey shared the draft mission and vision statements discussed at the workshop with the administrators and reported on the input he received from them. The concept of PRIDE would fit for each school. There was some discussion on which of the changes suggested by the administrators was the mission and which was the vision. Trustee Fazio asked Dr. Bailey to share this with the staff. Trustee Torok asked about setting up another workshop to review the feedback. Dr. Bailey stated that perhaps this can be taken care of at a later time once there was feedback from the staff.
- G. Legislative Update – the Board discussed the latest items from the legislative sessions. Dr. Bailey shared that the superintendents were taken to task on how leadership funds were distributed incorrectly in some districts and also how the evaluations have too many proficiencies and not enough of “Needs Improvement.” The evaluation has 22 components but there are no guidelines on what qualifies for a proficiency score. There was further discussion on the evaluation process. Dr. Bailey did note that our district distributed the leadership funds correctly.

3. CONTINUED BUSINESS

- A. Board Policies: Harassment; Foreign Exchange Students; Student Activities - Dr. Greg Bailey, Superintendent said that these policies had been presented for a first reading last month. Trustee Fazio had some minor grammatical changes that she addressed in regards to the policy on Student Harassment. Campbell stated that she would like to have a search done on all board policies and add the wording gender identity where applicable. The Board tabled the Harassment Policy for this month and will review it again next month with the additional changes that were discussed. The Foreign Exchange Student policy was then reviewed and clarification was asked in regards to the grade level of the student. Dr. Bailey stated that the reason for only allowing junior status is to not conflict with graduation as foreign exchange students do not receive a diploma from the high school and this has been an issue in the past. Discussion then went to using the wording of building principal or building administrator. The change will be made to principal. There were no additional changes made to the Student Activities policy.

RESOLUTION 16-80

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to board policies 5300.00-Foreign Exchange Students as corrected; and 5100.00-Student Activities as presented.

Frenzel moved that the Board approve Resolution 16-80, seconded by Campbell. The motion carried 5-0-0.

- B. Consideration of Adding Program Provider for Foreign Exchange Students - Dr. Greg Bailey, Superintendent said that with the new policy on Foreign Exchange Students that was just approved, this program provider does not meet the policy now. Trustee Schmidt noted that she likes having the 50 miles radius for local providers. Trustee Campbell asked how this would apply to a company that has a local representative versus a local organization. Dr. Bailey stated that the organization must be within the 50 mile radius, not the representative of an organization that is located outside of that radius. There was continued discussion on this topic and how an organization goes through the process. No action was taken.
- C. Interpreter-Tutor Hearing Impaired Job Description - Dr. Greg Bailey, Superintendent said no further revisions have been made from the first reading and reviewed the changes being proposed.

RESOLUTION 16-81

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the job description for Interpreter-Tutor Hearing Impaired as presented.

Frenzel moved that the Board approve Resolution 16-81, seconded by Torok. The motion carried 5-0-0.

4. NEW BUSINESS

- A. First Reading: Board Policies – Student Attendance and Facilities Use - Dr. Greg Bailey, Superintendent stated that this is the first reading for these policies. Discussion began with the facilities use policy revisions. It was noted that item D needs some work. Dr. Bailey shared questions that were given to him. Any grammatical changes will be emailed to Dr. Bailey. There was also discussion on the fee schedule and where it should be located. Discussion then went to the student attendance policy. Campbell noted that she has some grammatical changes for the student attendance policy that she will email to Dr. Bailey. Campbell also stated that the first paragraph needs some revision and would like to avoid using the exact wording from Idaho Code and just reference it instead. There was further discussion on the absences incurred by students.

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	\$ 784,709.36
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 857,318.09
Accounts Payable, Bill List	\$ 305,946.31
TOTAL BILLS and PAYROLL	\$ 1,957,973.76

B. Donations

- 1. Thank you to the following businesses that have donated to the 3rd Annual MMS World Expo: Toyota of Pullman, \$50; Deny's Auto Service, \$25; Latah County Historical Society, "Legendary Locals of Moscow" publication; Schweitzer Engineering, a Science Toy Basket valued at \$145 and Happy Day Corporation, two \$25 gift cards.

C. Human Resources

- 1. Certified – Returning from Leave of Absence
 Weesner, Janice, Teacher, 1.0 FTE, effective 8/23/16.

- Wyatt, Debra, Teacher, 1.0 FTE, effective 8/23/16.
2. Certified - Stipends

Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, \$63 stipend for being the winter concert accompanist, effective 4/1/16.

Pollard, Jennifer, Teacher, Strategies/Study Skills/Science, MHS, \$1,040 stipend for the Confluence Project grant, effective 5/25/16.

Pollard, Matthew, Teacher, Math/Science, PCRHS, \$1,040 stipend for the Confluence Project grant, effective 5/25/16.

Driver Education:

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$2,323 stipend for being a Spring 2016 Driver Education instructor, effective 3/25/16.

Hudelson, Eric, Teacher, Grade 6, MMS, \$2,323 stipend for being a Spring 2016 Driver Education instructor, effective 3/25/16.
 3. Certified – Resignations/Terminations/Retirements

Berthiaume, Mary, Teacher, Music, McDonald Elementary, effective 6/10/16.

Waterman, Miranda, Teacher, Math, MMS, effective 6/10/16.
 4. Certified - Deceased

Fisher, Doug, Teacher, PE, Lena Whitmore Elementary, effective 3/23/16.
 5. Classified – Hires

Garrett, Trevor, Choir Accompanist, MMS, effective 2/22/16.

Kriebel, Candi, Food Service Worker, District-wide, 2.5 hours/day, 3 days/week, effective 3/2/16.

Ross, Jasmine, Food Service Worker, District-wide, 5.5 hours/day, effective 4/4/16.

Tripp, Sheila, Custodian, District-wide, 4 hours/night, school year, effective 2/24/16.
 6. Classified – Changes/Increase/Decrease

Caprata, Kasha, Instructional Assistant Paraprofessional, Special Education Program, MHS, increase from 3.75 to 7.25 hours/day, effective 3/21/16.

Frederickson, Randi, Food Service Worker, MMS, transfer to Instructional Assistant Paraprofessional, Special Education Program, MMS, 7.25 hours/day, effective 3/28/16.
 7. Classified – Stipend

Lamke, Michael, Substitute Bus Driver, Transportation, \$250 sign on bonus for a driver without a Commercial Driver's License (CDL), effective 3/25/16.
 8. Classified – Resignations/Terminations/Retirements

Douglas, Karen, Aide, McDonald Elementary, effective 2/22/16.

Schulz, Gretchen, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 3/4/16.

Thomas, Sean, Instructional Assistant Paraprofessional, Special Education Program, MMS, effective 3/10/16.
 9. Extracurricular - Hires/Rehires/Changes/Transfers/Resignations/Terminations/Retirements

Cheerleading - MHS Resignations/Terminations/Retirements
Napier, Sara, JV Cheer Coach, MHS, effective 2/12/16.

Baseball – MHS Hires
Snyder, Ryan, Assistant JV Baseball Coach, MHS, effective 2/26/16.

Softball – MHS Hires
Campos, Madison, JV Softball Coach, MHS, effective 2/26/16.
Weight, Kyra, Assistant JV Softball Coach, MHS, effective 2/26/16.

Tennis – MHS Hires
Chenoweth, Sean, Assistant Tennis Coach, MHS, effective 2/26/16.

Track – MHS Hires/Rehires
Panchol, Emmanuel, Assistant Track Coach, MHS, effective 2/26/16.
Panchol, Remaxy, Assistant Track Coach, MHS, effective 3/1/16.

Ruck, Roxanne, Assistant Track Coach, MHS, effective 2/26/16.
Schumaker, Wade, Assistant Track Coach, MHS, effective 2/26/16.
Track – MMS Resignations/Terminations/Retirements
Lancaster, Audrey, Assistant Track Coach, MHS, effective 2/9/16.
Track – MMS Hires/Rehires
Claus, Toni, Assistant Track Coach, MMS, effective 3/21/16.
Grant, Casey, Assistant Track Coach, MMS, effective 3/21/16.
Lawler, Michaela, Assistant Track Coach, MMS, effective 3/21/16.
Activities Workers
Frederick, Randi, Activities Worker, MMS, effective 2/22/16.
Stone, Natalie, Activities Worker, MMS, effective 2/22/16.
Volunteers
Kaucic, Amy, Volunteer, Track, MMS, effective 3/21/16.
Payne, Garrett, Volunteer, Baseball, MHS, effective 3/9/16.
Rhodes, Preston, Volunteer, Track, MHS, effective 2/26/16.

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

1. Two (2) Telex sound field classroom speaker systems (not working and outdated, includes receivers, microphones, microphone stand, speakers)
2. One (1) Personal FM system (11 years old, includes receivers, microphone)
3. Four (4) Phonak Compass microphone and chargers (no longer serviced and no trade-in value)
4. Two (2) Smart Link microphones and chargers (no longer serviced and no trade-in value)
5. Two (2) microlink receivers/adapters for cochlear implants (outdated)
6. Two (2) audio shoes (outdated)
7. One (1) ENT pocket otoscope (broken, can't be fixed)
8. One (1) Bernafon Maico audiometer (broken, can't be fixed)
9. Seven (7) Phonak receivers
10. One (1) Cochlear implant external accessories (cover, battery covers)
11. One (1) Cochlear implant dry store

RESOLUTION 16-82

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 16-82, seconded by Torok. The motion carried 5-0-0. Trustee Fazio expressed thanks for the donations listed.

6. SUGGESTIONS AND COMMENTS

A. Public Comments

1. Bill Marineau, PCRHS principal, stated that six PCR students presented their senior projects today and he was very proud of all of them and the work they did.
2. Dr. Bailey shared that Susan Mahoney, MEA president, sent him and Dawn Fazio an email stating that the MEA is ready to begin negotiations with the Board of Trustees. Their team will be Mike Wear, Dean Walker, Kari Golightly, Rebecca Price, Stephanie Sant and Molly Pannkuk, with alternates Ladene Edwards, Matt Foss and Renee McNally. They are asking for consideration of one of the following dates, April 15, April 27, May 4 or May 5, for an initial start to negotiations.

3. Kim Mikolajczyk, McDonald Principal, shared that her school will be having their portfolio sharing night on March 31 from 3 PM to 6 PM and invited the board members to attend.

7. EXECUTIVE SESSION

- A. Motion and roll call vote for Executive Session pursuant to Idaho Code 74-206 (1) (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 16-83

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retire into Executive Session pursuant to Idaho Code 74-206 (1) (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 16-83 second by Torok. Roll call vote for executive session: Fazio – yes, Campbell – yes; Frenzel – yes, Torok – yes. Schmidt - yes. The vote was unanimous for the executive session. A brief break was taken and the Board then entered Executive Session at 9:08 PM.

8. RETURN TO OPEN SESSION

At 9:45 PM the Chair stated that the Board would be returning to open session.

9. ADJOURNMENT

With no further business, the meeting was adjourned at 9:45 PM.