

REGULAR BOARD MEETING

May 24, 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, May 24, 2016 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, 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. Dawn Fazio, Chair, Zone 4 and Jim Frenzel, Zone 1 were absent and excused. There were also nine patrons in the audience.
- C. The agenda was approved by unanimous consent.
- D. The following minutes were presented for approval: Regular Board Meeting, April 27, 2016 and Special Board Meeting for Executive Session & Board Workshop, May 9, 2016.

RESOLUTION 16-98

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Regular Board Meeting, April 27, 2016 and Special Board Meeting for Executive Session & Board Workshop, May 9, 2016.as presented.

Torok moved that the Board approve Resolution 16-98, seconded by Schmidt. The motion carried 3-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. Congratulations to the following MHS Student Recognition Award recipients in this month's category, *"The Principal's Award for Academic Honors"*, granted to all full-time students who maintain a cumulative grade point average of 3.7 or higher: **9th Grade** ~ Nadine Abdel-Rahim, Rosemary Adams, William Adams, Jackson Alexander, Cadin Baldwin, Emily Ball, Aidan Barnhart, Anna Barton, Mackenzie Bielenberg, Lisa Bloomfield, Yvette Bonney, Andrea Brannock, Hannah Broyles, Courtney Buchert, Annika Buehler, Ari Carter, Emily Catt, Avery Caudill, Mariah Coley, Michael Connors, Carson Corgatelli, Marguerite Dawkins, Eric Dearien, Miriam Drake-Weiss, Elizabeth Dreesmann, Samantha Eng, Owen Forbes, Rachel Freeman, Grace Gregory, Gracee Gropp, Alexander Haeder, Cole Hansen, Ashley Hanson, Paige Hanson, McKinsey Hill, Jacob Hutchinson, Jill Ingram, Avery Jaeckel, Theodore Jessup, Madeleine Johnson, Megan Jung, Hannah Kindelspire, Jailyn Knott, Eliza Kunzler, Storm Matossian, Isaiah McElderry, Kyrin McFarland, Marshall McMillan, Grace Mikolajczyk, Max-Florian Mortimer, Jacob Navarrete, Britton Needham, Micah Nelson, Camille Niehenke, Kieran Northcutt, Riley O'Connell, Savana Paul, Grace Pennington, Gabriel Quinnett, Makena Rauch, Dane Rennaker, Benjamin Russell, Emma Sattler, Samantha Schwager, Zach Schwager, Emma Seckington, Jaxon Skinner, Madelyn Swarthout, Jennie Tafoya, Oakley Todd, Sean Tunnicliff, Mackenzie Vogt, Claire Wallace, Meridian Wappett, Sidney Williams, Erin Worth. **10th Grade** ~ Anna Bales, Anna Bunzel, Grant Clary, Willow Crites, Samuel Gomulkiewicz, Joshua Gregg, Jared Grieb, Ailis Grieshaber, Julie Hadley, Rachel Hill, Jillian Hohnholz, Daniel Johnson, Kathleen Kitchel, Caleb Lyon, Ian McCleary, Grace McGreevy, Gracey Meyer, Sadee Monroe, Claire Mullin, Taylere Murray, Hannah Nielsen, Ethan Odberg, Fiona O'Murphy, Nicholas Pancheri, Avery Pierce-Garnett, Anthony Plummer, Bryce Poplawsky, Katherine Reagan, Arielle Sanders, Josephine Sanford, Annika Sheneman, Sophia Grace Sivula, John

- Smith, Ashlie Spickler, Brooke Staszko, Cooper Stephens, Jenna Stubbers, Ashika Sudheesh, Tia Vierling, Thomas Warner, Zachary Watson, Sheridyn Weller, Lena Werner, Kassidy Woody, Jenna Woolley, Lauren Zuba. **11th Grade** ~ Satoka Abo, Abigail Baune, Alice Bayly, Allyse Bell, Lyssa Blood, McKenzie Bogden, Johan Boll, Cullen Burke, Charles Campbell, Emma Carscallen, Rachele Catt, Emma Clark, Whitney Cook, Nina Cook-Gallardo, Joshua Corgatelli, Garrett Cox, Leah Dreesmann, Joseph Ewers, Eliana Fender, Lauren Fereday, Hayley Fleischman, Addison Golightly, Claire Haeder, Nicole Hindberg, Kaleb Johnson, Cade Knott, Honorine Knott, Cooper Larson, Zachary Lathen, Noah Leibnitz, Timothy Malm, Noelle Mims, Brooke Parkins, Sarah Peng, Hunter Pickard, Felicity Pollard, Sabrina Potts, Savannah Ries, Grace Shook, Isabell Strawn, Duncan Thomson, Sarah Thorsteinson, Neeraj Utgikar. **12th Grade** ~ Rachel Bayly, Rachel Bechtel, Regan Bloomfield, Parker Brown, Benjamin Cain, Mary Caldwell, Trinity Carpenter, Devin Carscallen, Madysen Cochran, Gabryel Conley Natividad, Rachel Cook, Tresson Cook-Gallardo, Anna Curet, Anna Daley Laursen, Kristina Davenport, Leah Davis, Reed Ellsworth, Luisa Graden, Henry Gregson, Tiffany Gunderson, Melissa Hadley, Laura Hannon, Hailey Hill, Jamie Jessup, Anna Jones, Erin Kwiatkowski, Rylie Malm, Emily Mangini, Miles Maxcer, Natalie McDaniel, Keith McGuire, Jaidin Medina, Berlyn Needham, Jordan Northcutt, Christian Pankopf, Sherri Paz, Dakota Pfaff, Emma Prall, Kacie Robbins, Chad Robertson, Patrick Robichaud, Megan Rourke, Hyrum Russell, Jada Simpson, Angela Smith, Benjamin Ting, James Todd, Jessica Vollmer, Phoebe White, Victoria Wilk.
2. Lena Whitmore Elementary recently celebrated its 22nd Art Day where twenty-six artists taught forty-two sessions to their students, with topics including watercolor, origami, clay sculptures, decoupage, stepping stones, kites, theater, dance, and batik. They also had 31 volunteer parents help make it a success by supporting the artists and bringing in food items for the buffet. It was an amazing day.
 3. Congratulations to the first grade team at Lena Whitmore for receiving a grant for \$1,500 from the Idaho Community Foundation to support the Learning with Lucky program for 2016-17. First graders receive a stuffed lab puppy to read to throughout the year and receive a sticker in their log for each book read which earn items for their puppy, such as a collar, charms for the collar, blanket, a “vet check” and reading with the principal. Also, community members, retired teachers, and parents come in and read with the first graders (and puppy.) It’s a wonderful reading incentive program for Lena's first graders to participate in and it is exciting to keep it alive another year!
 4. Congratulations to the Moscow High School Class of 2016 Top Scholars who were honored with a dessert reception recently. Students invited their most influential teacher and honored him or her with a brief speech. This year’s Top Scholars and their honored teachers were: Rachel Bayly - Teacher Chris Miller, retired; Rachel Bechtel - Teacher Gretchen Wissner, retired; Evie Caldwell - Teacher Chris Miller, retired; Madysen Cochran - Teacher Eric Hudelson, MMS; Rachel Cook - Teacher Lee Anne Eareckson, MHS; Laura Hannon - Teacher Mike Wear, MHS; Erin Kwiatkowski - Teacher Lee Anne Eareckson, MHS; Rylie Malm - Teacher Denise Johnson, retired; Jordan Northcutt - Teacher Denise Amell, retired Emma Prall - Teacher Matthew Haley, MMS; Chad Robertson - Teacher Carly Bean, MHS; Megan Rourke - Teacher Susan Hodgins, retired; and Phoebe White - Teacher Matthew Haley, MMS.
 5. Congratulations to the MHS Girls Track team who were named the 4A 2016 Spring Academic State Champions with a cumulative GPA of 3.859. This award is given by the Idaho High School Activities Association and its official sponsor, the United Dairymen of Idaho, to the varsity team in each classification that achieves the highest cumulative grade point average and congratulates these student-athletes for their outstanding academic achievement and commitment to excellence through athletics.

6. Congratulations to Katherine Ruck, MHS, who is the state champ for track in the 3200 meter race, where she set a season record of 11:11.27 minutes. Also, congratulations to all the track and tennis participants who placed at state this year.
- B. Public Comments
1. Molly Hierschbiel, Title I Paraprofessional, Russell, read a prepared statement about her MEA leave that was approved and then later denied.
 2. Susan Mahoney, MEA President, read a comment she received from a 201 college student who served with a classified employee. She noted that the employee was Jenny Fereday, who was also denied MEA leave to attend the convention.
- C. State Board of Education – Bill Goesling gave a brief summary of education funding and policy action from the 63rd Idaho Legislature, 2nd Regular Session. Mr. Goesling spoke briefly on the following items that effect K-12: funding increased 7.4% to \$1.58 billion in several key areas; literacy intervention; charter school replication; career ladder; innovation schools and leadership premiums; funding for career technical education; and secondary instructors. He then spoke on the areas that effect higher education, one of which is dual credit scholarships; STEM; and college and career advising.
- D. Superintendent's Report - Dr. Bailey
1. End of Year and Retirement Celebration – traditionally held the day before the end of the school year. Attendance has declined over the years so a survey was conducted among staff which showed that there was not any interest in having a retirement celebration. Dr. Bailey would like to still recognize those who are retiring with a token of appreciation for their many years of service to the district. He suggested inviting the retirees to attend the June board meeting to be recognized.
 2. End of Year Events – Last day of school is June 8; MMS Expo on May 26; PCRHS graduation, June 8; and MHS graduation, June 10. June 10 is also the last day for certified staff.
 3. Projected Enrollment for Elementary for 2016/17 – K-5 around 1048 and 6-12 around 1231 for a total of 2279. These numbers will change due to summer enrollments. Dr. Bailey also spoke about the possible impact from the expansion of SEL with the addition of 800 employees.
 4. Maternity Leave – Dual Leave Request – this issue came up during a Harmony meeting with the MEA president. In essence, mom or dad worked for two different companies, they each could take leave. However, if both worked for the same company, the leave is combined and either mom or dad would take the maternity leave for the birth or adoption of a child. What has been discussed is allowing dual leave where both mom & dad can take the time off together. Dr. Bailey stated this would be at no cost to the district as an employee would use sick leave. He would like to bring this to the June meeting for further discussion as a policy change and first reading.
 5. Asphalt/Sidewalk Project at MMS is scheduled to begin June 13 with a substantial completion date of August 12 Staff come back August 23 and the first day of school is August 30. Dr. Bailey also shared that Avista has contacted the district about replacing a pipe while the asphalt is torn up and he believes this would be a good idea and cost effective.
 6. Directors' Report
 - Business Manager – Sue Clark gave an update on Food Services in regards to prices for lunch. The lunch price would go up by ten cents which is under the amount that requires a hearing for a fee increase. Dr. Bailey then announced that Sue Clark has given notice of her resignation due to family concerns. She will be leaving the end of June.
 - Curriculum Director – Carrie Brooks stated that ISAT testing is completed, along with IRI (Idaho Reading Indicator) testing. The State has said that it will take fifteen (15) days for student reports to arrive. Once they arrive and have been printed, they will be mailed out to parents. Brooks said that the preliminary scores look really good so far and she will be sharing the results at the June meeting.
 - Special Services Director – Shannon Richards was excused from the meeting tonight.

- E. Board Goals: (these will be a 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.

Trustee Campbell shared that the Board had a good workshop with Cade Konen. Dr. Bailey also shared about a Summer Leadership Institute that will be taking place in July. Trustee Torok asked about a survey on the vision and mission proposals and Dr. Bailey will be working on this.

3. CONTINUED BUSINESS

- A. Board Policy: Harassment – Trustee Campbell shared that Trustee Frenzel asked to further review the policy. Dr. Bailey stated that Trustee Frenzel had reviewed it further and was good with the policy as written.

RESOLUTION 16-99

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to board policy 5060.00-5068.00 Student Harassment as presented.

Torok moved that the Board approve Resolution 16-99, seconded by Schmidt. The motion carried 3-0-0.

4. NEW BUSINESS

- A. Action from Executive Session Meeting – Kim Campbell, Vice-Chair stated that an executive session was held just prior to the board meeting and action would take place during the regular board meeting.

RESOLUTION 16-100

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby states that Teacher A and Teacher B under discussion during executive session earlier this evening be placed on probation beginning May 25, 2016 through January 20, 2017.

Torok moved that the Board approve Resolution 16-100, seconded by Schmidt. The motion carried 3-0-0.

- B. First Reading: Middle School Activities Coordinator - Dr. Greg Bailey, Superintendent stated that this is a position that is being considered and job descriptions are typically reviewed and revised as needed. He then went through the revised changes that are being proposed. This job will then become part of Negotiations. Trustee Campbell asked if this would be an extra-curricular position and Dr. Bailey stated that is correct.
- C. Board Policies - Dr. Greg Bailey, Superintendent stated the policies that were revised and approved were: Attendance; Student Activities; Facility Use and Foreign Exchange Students. Policies currently under revision are: Out of District/Out of State Enrollment; Social Media Communication; and Communication. Dr. Bailey would like to add the Wellness policy to this list. The review of these

policies, and possibly others, will begin in the fall. There was further discussion on the policies currently under review.

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.

RESOLUTION 16-101

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 16-101, seconded by Schmidt. The motion carried 3-0-0. Trustee Torok asked if the Bill List could be printed landscape for easier viewing and Clark said that could be done. Trustee Campbell expressed the Board's thanks for the listed donations.

A. Fiscal Services – Board Audit of Expenditures

Payroll, Net Payroll	\$ 766,536.78
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 850,230.04
Accounts Payable, Bill List	\$ 486,984.32
TOTAL BILLS and PAYROLL	\$ 2,103,661.14

B. Donations

1. Thank you to the following businesses that have donated to the 3rd Annual MMS World Expo: Northwest Broadcasting, advertising valued at \$2651; Airtime from ZFUN radio to broadcast live from the MMS World Expo; and finger food platters from the UI Catering Service
2. Thank you to Wes Hassard, Winger's Restaurant, for the donation of \$54.66 to the Moscow Mentor/Bear Buddies program during the Mentor Appreciation Day activities.

C. Human Resources

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

Brandner, Staci, Teacher, Grade 5, McDonald Elementary, 1.0 FTE, effective 8/23/16.

Cuellar, Megan, Teacher, Grade 2, Lena Whitmore Elementary, 1.0 FTE, effective 8/23/16.

Dunworth, Jenette, Teacher, Mathematics, MMS, 1.0 FTE, effective 8/23/16.

Jensen, Sheron, Teacher, Grade 3, Russell Elementary, 1.0 FTE, effective 8/23/16.

Karr, Paula, Teacher, Kindergarten, West Park Elementary, 1.0 FTE, effective 8/23/16.

Omodt, Katherine, Teacher, Grade 5, Russell Elementary, 1.0 FTE, effective 8/23/16.

Spellman, Emily, Teacher, Kindergarten, McDonald Elementary, 1.0 FTE, effective 8/23/16.

Stefani, Margaret, Teacher, Music, McDonald Elementary, 1.0 FTE, effective 8/23/16.

Telecky, Jessica, Teacher, Grade 5, Russell Elementary, 1.0 FTE, effective 8/23/16.

Utehs, Adam, Teacher, Kindergarten, West Park Elementary, 1.0 FTE, effective 8/23/16.

Watkins, Lacey, Teacher, Kindergarten, Lena Whitmore Elementary, 1.0 FTE, effective 8/23/16.

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

Spangler, Wendy, Teacher, Grade 2, West Park Elementary, reassignment to Teacher, Kindergarten, West Park Elementary, 1.0 FTE, effective 8/23/16.

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

Hall, Heather, Teacher, Grade 3, McDonald Elementary, effective 6/10/16.

Lamb, Rebekah, Teacher, Grade 6, MMS, effective 6/10/16.

Russell, Zachary, Teacher, Technology Education, MHS, effective 6/10/16.

Waring, Vicki, Teacher, Special Education, Lena Whitmore Elementary, effective 6/10/16.

Wyatt, Debra, Teacher, Elementary, District-wide, effective 4/29/16.

4. Classified – Hires

- Dodge, Jamie, Group Leader, Adventure Club, effective 5/16/16.
- Feezell, Allie, Group Leader, Adventure Club, effective 6/9/16.
- Gibson, Breeanna, Group Leader, Adventure Club, effective 5/18/16.
- Hyman, Roy, Bus Driver in Training, Transportation, effective 5/17/16.
- Quinnett, Abigail, Group Leader, Adventure Club, effective 5/25/16.
- Sanchez, Marybell, Group Leader, Adventure Club, effective 5/16/16.

5. Classified – Changes/Increase/Decrease

- Wyatt, Debra, Instructional Assistant Paraprofessional, Title I, change from temporary, short term position to an ongoing at-will position, 7.25 hours/day, effective 8/26/16.

6. Classified – Resignations/Terminations/Retirements

- Kerr, William, Facilities Maintenance Technician, Building & Grounds, effective 9/1/16.
- Sedano, Jackelyn, Secretary, Counseling Office, MHS, effective 6/12/16.

MHS Student Employee:

- Klas, Braxton, Auditorium Tech, MHS, effective 4/28/16.

7. Extracurricular - Hires/Rehires/Changes/Transfers/Resignations/Terminations/Retirements

Science Camp – MMS Hires

- Alvey, Elaine, Science Camp Coordinator & Teacher, MMS, effective 5/2/16.
- Hudelson, Eric, Science Camp Coordinator & Teacher, MMS, effective 5/2/16.
- Lamb, Rebekah, Science Camp Teacher, MMS, effective 5/2/16.
- Wallen, Harper, Science Camp Teacher, MMS, effective 5/2/16.

Cheerleading – MHS Hires

- Scripter, Tiffany, Head Cheerleader Advisor, MHS, effective 8/8/16.

Volleyball - MHS Hires

- Claus, Toni, Head V Volleyball Coach, MHS, effective 8/12/16.

Football - MHS Resignations/Terminations/Retirements/Non-Rehires

- Ingwell, Adam, JV Football Coach, MHS, effective 4/27/16.

Girls Soccer - MHS Resignations/Terminations/Retirements/Non-Rehires

- Whiteman, Meredyth, Head V Girls Soccer Coach, MHS, effective 4/22/16.

Volleyball – MHS Resignations/Terminations/Retirements/Non-Rehires

- Mathis, Haylee, 9th Grade Volleyball Coach, MHS, effective 4/14/16.

- Hofmann, Ryan, Head V Volleyball Coach, MHS, effective 4/16/16.

Volleyball – MMS Resignations/Terminations/Retirements/Non-Rehires

- Agee, Michelle, Assistant 7/8th Grade Volleyball Coach, MMS, effective 5/18/16.

Track – MMS Resignations/Terminations/Retirements/Non-Rehires

- Gress, Garrett, Assistant Track Coach, MMS, effective 5/23/16.

Boys Basketball – MMS Resignations/Terminations/Retirements/Non-Rehires

- Gress, Garrett, Assistant Boys 7/8th Basketball Coach, MMS, effective 4/26/16.

Volunteers

- Lewis, Thomas, Volunteer, Football, MHS, effective 5/13/16.

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 – None this month.

6. SUGGESTIONS AND COMMENTS

A. Public Comments

- 1. None at this time.

7. ADJOURNMENT

With no further business, the meeting was adjourned at 7:54 PM.