

REGULAR BOARD MEETING
June 28, 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, June 28, 2016 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, Jim Frenzel, Zone 1, 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. Eric Torok, Zone 2, was absent and excused. There were also 28 patrons in the audience. Dawn Fazio apologized for the comment she read after the public comments at the last board meeting she attended which was in April. She also mentioned that Bob Weisel, former high school teacher and coach had recently passed away. Kim Campbell, Vice-Chair, Zone 3 arrived at 7:04 PM
- C. The agenda was approved by unanimous consent.
- D. The following minutes were presented for approval: Special Board Meeting for Executive Session, May 24, 2016 and Regular Board Meeting, May 24, 2016.

RESOLUTION 16-102

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Special Board Meeting for Executive Session, May 24, 2016 and the Regular Board Meeting, May 24, 2016.

Schmidt moved that the Board approve Resolution 16-102, seconded by Frenzel. The motion carried 4-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. Congratulations to the Buddy Club at MHS for being selected as STCU's (Spokane Teacher Credit Union) Credit 2 Kids grand prize winner. In honor of the club and in recognition of the great education MHS provides students, a donation of \$5000 was presented to the Buddy Club
 2. Lena parent, Miranda Fenley, entered and won a contest for 40 new ukuleles and then donated them to the music program at Lena Whitmore. The 5th graders were able to take advantage of the new instruments before they finished school for the year.
 3. Trustee Fazio shared that MMS received the Green Schools Trophy from the U.S. Green Building Council after its Earth Club designed and implemented a composting system for the cafeteria and is the only secondary school in Idaho to receive the award.
- B. Public Comments
 1. Lori Lawton, MMS teacher, and Jessica Nicodemus, spoke on the painting over of the murals that is going to be taking place at MMS and would like to see a process in place for preserving the favorite murals.
 2. Molly Hirschbiel, Paraprofessional at Russell, once again is asking the board to re-consider the denial of her MEA leave for this year. There was a brief discussion on her request and Dr. Bailey stated that he would be in favor of granting her request for this year only if that is what the Board would like to do. Several board members expressed agreement with the concern.
- C. Superintendent's Report - Dr. Bailey
 1. Recognition of 2016 MSD Retirees: Certified Staff: Linda Bradway, Lena; Mary Berthiaume, McDonald; Mary Karin Miller, Russell; and Maurene Schroeder, West Park. Classified Staff:

Sue Swank, Russell; Karen Douglas, McDonald and Will Kerr, Maintenance. Dr. Bailey stated that each retiree was presented with a clock in recognition of their retirement.

2. Elementary Movement Report for 2015/16 – this reports shows gains/losses for the elementary schools. Dr. Bailey reviewed the numbers per school.
3. End of School Year Enrollment Numbers K-12 – the enrollment dropped by 3 students from last year. Dr. Bailey noted that with the expansion at SEL in the next couple of years, the District could see enrollment rise.
4. Leadership Premium Positions for 2016/17 – job descriptions will be completed soon and the stipend is now \$900 instead of \$850. Positions that are not filled will have the funds spread over the filled positions. Dr. Bailey reviewed the positions that were eliminated and or changed. As job descriptions are created for the positions they will be emailed to all staff over the summer. These positions really helped with the accreditation program. Dr. Bailey also mentioned the new teacher mentor program that Jason Albrecht did at MMS and perhaps this model could be used for the other schools.
5. Directors Report – Dr. Bailey noted that Sue Clark did her last budget presentation and that she is leaving us and moving north to take a position in Washington. Jennifer Johnson will be our new business manager.
 - Special Services Director – Shannon Richards shared that the Buddy Club was the recipient of \$5000 from the Spokane Teachers Credit Union’s Credit 2 Kids program and shared how they would be using the money. She also said that the Extended School year summer school is up and running for students K-12 at McDonald. Richards also noted that the 18-21 year old program position is open right now and addressed the needs of these students who no longer want to be in high school but can be served until they are 21. And finally she has received a letter from the State that said our special education program has met all requirements.
 - Curriculum Director – Carrie Brooks shared a PowerPoint in regards to the current and longitudinal assessment data for IRI and ISAT. She went through each assessment and shared the data that were compiled. Brooks noted that the State will be providing funds for early literacy based on IRI scores. Trustee Frenzel asked if the trend line is from fall/spring combined. Brooks said it is for spring only but will check and make sure. Trustee Campbell had a question on Brook’s report in regards to chemistry.

Brooks then shared an update on MMS’s math adoption and what is going on at the SDE with math reviews in regards to Go Math, which is what the middle school is adopting. She will be contacting the State Department of Education to see why this curriculum did not get on the approved list.

D. ISBA Resolution(s) for 2016/17 – Dawn Fazio, Chair stated that each year the Board thinks about crafting a resolution to submit to the ISBA executive board. Dr. Bailey stated that he does not have any recommendations at this time. He did note that one of the resolutions that our district presented to ISBA was declined and this year the legislature approved allowing all sick leave to be brought to a new job within Idaho. Trustee Frenzel asked about the resolution regarding personnel records and past job performance/evaluations.

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.

Dr. Bailey shared that a survey was conducted in regards to the mission/vision among staff. He believes that there needs to be further work on crafting a mission/vision statement as the survey indicated that the ones being considered needed some work.

Trustee Schmidt will be attending the Summer Leadership Institute in a couple of weeks and will report on it at the July meeting.

3. CONTINUED BUSINESS

- A. Second Reading: Middle School Activities Coordinator - Dr. Greg Bailey, Superintendent stated that this was presented last month for a first reading and no additional revisions were made. He stated that this is not necessarily a position that would be filled this year but would like to have the job description approved and in place if this position is needed.

RESOLUTION 16-103

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the Middle School Activities Coordinator as presented.

Frenzel moved that the Board approve Resolution 16-103, seconded by Campbell. The motion carried 4-0-0.

- B. Board Policies Under Review – Dr. Greg Bailey, Superintendent stated that the following policies are currently undergoing review: Out of District/Out of State Enrollment; Social Media Communication; Communication; Wellness. As summer break is now here, review will continue in the fall. Trustee Frenzel said that he and Kim Mikolajczyk have worked on the social media policy and Dr. Bailey noted that this is a complicated policy and will need further work. Discussion centered on the way social media is currently being used and how this policy needs to be developed.

4. NEW BUSINESS

- A. Adoption of 2016-17 Budget - Susan Clark, Business Manager, stated that Idaho Code 33-801 says all school districts must prepare an annual budget and hold a public hearing on the proposed budget. The 2016-17 proposed budget was prepared and a hearing was held earlier this evening per Idaho Code and now the Board must officially adopt the budget for the coming year. Clark recommends approving the proposed budget. Trustee Frenzel thanked Sue and the business office for all their work.

RESOLUTION 16-104

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the proposed budget for fiscal year 2016/17 as presented.

Frenzel moved that the Board approve Resolution 16-104, seconded by Schmidt. The motion carried 4-0-0.

- B. Preliminary Approval of Moscow Charter School's Annual Review - Dr. Greg Bailey, Superintendent stated that this process takes place in the spring each year and is required by MSD as they are the

charter authorizer for MCS. All evidence of compliance has been provided and aligns with their charter. Dr. Bailey noted that all the documentation was provided electronically this year and it is very well organized. Dr. Bailey noted that board member Leslie Baker is here and available for any questions. Final approval will take place in October, pending MCS' audit review.

RESOLUTION 16-105

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 2016.

Frenzel moved that the Board approve Resolution 16-105, seconded by Schmidt. The motion carried 4-0-0.

- C. Request for Leave without Pay - Dr. Greg Bailey, Superintendent stated that Mark Shipley will be presenting his request for leave without pay. Mr. Shipley gave a brief background on his wife's sabbatical and why he is requesting this type of leave versus a leave of absence. He then stated he would be missing nine days without pay and explained what he would be doing during that time. He also stated that he has a substitute lined up that knows the students and has been a substitute for the district in Earth Science. The Board had a few questions for Mr. Shipley. Trustee Fazio then stated that the Board needs to weigh the needs of the district's students in regards to this request. Discussion then followed on the days that can be used and if this would set precedence for these type of requests. Mr. Shipley also referred to the Negotiated Agreement regarding leave of absence.

RESOLUTION 16-106

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the leave without pay request from Mark Shipley, Science Instructor at Moscow High as outlined.

Schmidt moved that the Board approve Resolution 16-106, seconded by Campbell. There was further discussion on this request and it was noted that these types of request must be brought to the Board for consideration. The motion carried 3-1-0. Mr. Shipley thanked the Board for approving his request.

- D. 2016/17 Student Handbooks - Dr. Greg Bailey, Superintendent stated that student handbooks must have Board support and approval. Dr. Bailey noted that the elementary schools have aligned their handbooks to be more consistent. Principal Perryman then presented the changes to MHS's handbook which were very minimal, one of which was attendance as the policy was recently revised. Dr. Bailey then gave a brief explanation of the changes to this policy.

RESOLUTION 16-107

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2016/17 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 16-107, seconded by Campbell. The motion carried 4-0-0.

- E. Disposal of Used Textbooks - Dr. Greg Bailey, Superintendent stated that with annual adoptions, certain curriculum textbooks can be sold. Used math and English textbooks were inventoried and sent

out for bids. Four bids were received with the highest bid for K12 Savings for \$3458 for all inventoried texts. The money will be added to the curriculum budget to help with additional curriculum purchases.

RESOLUTION 16-108

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves selling the used textbooks to K12 Savings for \$3,458 as presented.

Frenzel moved that the Board approve Resolution 16-108, seconded by Campbell. The motion carried 4-0-0.

- F. Security: IP Surveillance and Access Control Systems Bids - Dr. Greg Bailey, Superintendent, stated that security for all of our schools was one of the Bond projects. As we are coming to the end of the major Bond projects, this project can now be considered for completion. This was placed at the end of the list because of its ability to be done in sections if funding of the other projects went over.

The District was approved for E-rate funding to overhaul our aging network infrastructure and this project is currently taking place. It will not only upgrade our network, but will serve as a solid platform for our security to run on. The security project is comprised of IP Surveillance and Access Control Systems for each building in our district. The request for proposal process was completed and one bid from Ednetics, located in Post Falls, Idaho, was received. There was discussion on what this project entails as far as the type of security that will be put in place. The plan is to complete this project in September once the items have been purchased.

RESOLUTION 16-109

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the bid from Ednetics for \$438,420.94 for IP Surveillance and Access Control Systems as presented.

Campbell moved that the Board approve Resolution 16-109, seconded by Schmidt. The motion carried 4-0-0.

- G. Certified Staff Workday Start/Stop - Dr. Greg Bailey, Superintendent, stated that during the past year it has come to his attention that the schools allow staff to come before and after the school day at different times. He noted that time before and after school is provided so that teachers can prepare lessons, attend meetings, be available to communicate with parents and be available to assist students that are struggling. Dr. Bailey is proposing to designate that all certified staff be on the job no later than 20 minutes prior to school starting and stay, at the minimum of 20 minutes, after the final bell dismissing students. The remaining 7.75 hours can be completed either before or after school pending meetings or individual schedules.

As a professional it is important to be prepared for students when the day begins. It is also important to be available for parents so that communications may be maintained. This set time before and after school allows for staff to meet their professional obligations, but also allows some flexibility for the staff.

RESOLUTION 16-110

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the workday start/stop times for certified staff as presented.

Frenzel moved that the Board approve Resolution 16-110, seconded by Campbell. Campbell noted that each building does start at slightly different times. The motion carried 4-0-0.

- H. First Reading: Board Policy - Maternity Leave/Dual Leave - Dr. Greg Bailey, Superintendent that FMLA allows for up to 6 weeks for a parent to take leave to care for a newborn child. If both parents work for different companies, they can take the time off simultaneously. However, if both parents work for the same company, and in this case, a school district, they cannot take the time off simultaneously. The proposed revision to the policy would allow both parents to take leave at the same time. There was a question if it was 6 weeks or 12 weeks. It was noted to change this to 12 weeks versus 6 weeks. There was discussion on some additional changes to the policy.
- I. First Reading: Board Policy 5151.01-5151.02 Immunization - Dr. Greg Bailey, Superintendent noted that this policy needed to be updated to be in line with current requirements. There was discussion on removing the website reference as webpages can change.

Trustee Frenzel noted that he would like to add an item to the agenda. The following motion was made to amend the agenda: Trustee Frenzel moved to add item J under new business to discuss using association leave for classified personnel to the last delegate assembly that was made during public comments, seconded by Campbell. The motion carried 4-0-0.

- J. Trustee Frenzel then asked Dr. Bailey to restate what he is recommending. Dr. Bailey stated that he would recommend that those classified personnel that attended MEA's convention as delegates are reimbursed for personnel leave or other leave that was used to attend the meeting. The costs would be taken out of general funds, not association leave.

RESOLUTION 16-111

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves reinstating the leave used by classified personnel to attend MEA's last convention assembly and

BE IT FURTHER RESOLVED that the cost will come out of general funds and not association leave.

Frenzel moved that the Board approve Resolution 16-111, seconded by Campbell. The motion carried 4-0-0.

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 16-112

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 16-112, seconded by Campbell. The motion carried 4-0-0.

A. Fiscal Services – Board Audit of Expenditures

Payroll, Net Payroll	\$ 798,277.52
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 859,352.60
Accounts Payable, Bill List	\$ 692,317.95

TOTAL BILLS and PAYROLL**\$ 2,349,945.07**

B. Donations

1. None this month.

C. Human Resources

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

Briggs, Colin, Teacher, Physical Education, Lena Whitmore Elementary, 1.0 FTE, effective 8/23/16.

Klein, Emily, Teacher, Special Education, Lena Whitmore Elementary, 1.0 FTE, effective 8/23/16.

McFarland, Rosalie, Special Education, Lena Whitmore Elementary, 1.0 FTE, effective 8/23/16.

Moore, Julia, Teacher, Technology Education, MHS, 1.0 FTE, effective 8/23/16.

Parrill, Rebecca, Teacher, Language Arts, MHS, 1.0 FTE, effective 8/23/16.

Walquist, Ryan, Teacher, Grade 4, McDonald Elementary, 1.0 FTE, effective 8/23/16.

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

Abbott, Pepper, Teacher, Grade 4, McDonald Elementary, transfer to Grade 3, McDonald Elementary, 1.0 FTE, effective 8/23/16.

Adderson, Rebecca, Teacher, Special Education, McDonald Elementary, additional assignment, Teacher, Special Education, ESY Program, approximately 13.5 hours/week, \$25/hour, effective 6/13/16.

Faircloth, Cyndi, Teacher, Secondary, PCRHS, transfer to Teacher, Language Arts, MMS, 1.0 FTE, effective 8/23/16.

Lopez-Holzman, Gabriela, Teacher for the Deaf /Hard of Hearing, District-wide, additional assignment, Teacher for the Deaf/Hard of Hearing, ESY Program, approximately 9 hours total, \$25/hour, effective 6/20/16.

3. **Certified – Stipends**

Fuel Up to Play 60 Advisors:

Fealy, Genevieve, Teacher, PE/Health, MMS, \$125 stipend, effective 6/1/16.

Lynn, Jennifer, Teacher, Business Technology, MMS, \$125 stipend, effective 6/1/16.

Driver's Education:

Allenger, Bob, School Psychologist, MHS/MMS, \$1,449 stipend for being a summer Driver's Ed instructor, effective 6/24/16.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$3,220 stipend for being a summer Driver's Ed instructor, effective 6/24/16.

Spring 2016 Concurrent Enrollment Course:

Blount, Pat, Teacher, Mathematics/Physics, MHS, \$320 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Brandt, Thomas, Teacher, Mathematics, MHS, \$1,140 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Hightower, Mike, Teacher, Language Arts, MHS, \$720 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$680 stipend for teaching 2 spring 2016 concurrent enrollment courses, effective 6/24/16.

Lyon, Rachel, Teacher, Language Arts, MHS, \$1,180 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

McMurtry, Amy, Teacher, Art, MHS, \$480 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Quinn, Mark, Teacher, Science, MHS, \$700 stipend for teaching 2 spring 2016 concurrent enrollment courses, effective 6/24/16.

Stafford, Julie, Teacher, Business/Psychology, MHS, \$540 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Tanner, Michelle, Teacher, Social Studies, MHS, \$360 stipend for teaching 1 spring 2016 concurrent enrollment course, effective 6/24/16.

Insurance Committee Attendance:

Aiello, Rachel, Teacher, Math, MMS, \$156.25 stipend for attending 5 Insurance Committee meetings, effective 6/1/16.

Albrecht, Jason, Teacher, Social Studies, MMS, \$250 stipend for attending 8 Insurance Committee meetings, effective 6/1/16.

Allenger, Bob, School Psychologist, MHS/MMS, \$250 stipend for attending 8 Insurance Committee meetings, effective 6/1/16.

Carscallen, Lisa Teacher, PE, McDonald Elementary, \$156.25 stipend for attending 5 Insurance Committee meetings, effective 6/1/16.

Dorschel, Joann, School Nurse, District-wide, \$156.25 stipend for attending 5 Insurance Committee meetings, effective 6/1/16.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$218.75 stipend for attending 7 Insurance Committee meetings, effective 6/1/16.

Parce, Jerri, Teacher, Grade 6, MMS, \$250 stipend for attending 8 Insurance Committee meetings, effective 6/1/16.

Ringo, Tiffany, Teacher, Grade 3, Lena Whitmore Elementary, \$187.50 stipend for attending 6 Insurance Committee meetings, effective 6/1/16.

Summers, Teri, Teacher, Grade 1, West Park Elementary, \$125 stipend for attending 4 Insurance Committee meetings, effective 6/1/16.

Professional Development Committee (PDC) Attendance:

Markley, Rick, Teacher, PE, Russell/West Park elementary schools, \$166.68 stipend for attending 4 PDC meetings, effective 6/1/16.

Bean, Carly, Gifted Talented Facilitator, MHS, \$166.68 stipend for attending 4 PDC meetings, effective 6/1/16.

Spangler, Julie, Teacher, Grade 1, West Park Elementary, \$208.35 stipend for attending 5 PDC meetings, effective 6/1/16.

Foss, Matt, Teacher, Math, MMS, \$125.01 stipend for attending 3 PDC meetings, effective 6/1/16.

Leadership Positions:

Abbott, Pepper, Teacher, Special Education, McDonald Elementary, \$948.50 stipend, effective 6/1/16.

Adams, Glenn, Teacher, Special Education, PCRHS, \$1,897 stipend, effective 6/1/16.

Aiello, Rachel, Teacher, Mathematics, MMS, \$2,845.50 stipend, effective 6/1/16.

Albrecht, Jason, Teacher, Social Studies, MMS, \$3,042.50 stipend, effective 6/1/16.

Albrecht, Stacy, Teacher, Grade 6, MMS, \$948.50 stipend, effective 6/1/16.

Alvey, Elaine, Teacher, Grade 6, MMS, \$1,995.50 stipend, effective 6/1/16.

Ardern, Kara, Teacher, Title I, West Park Elementary, \$1,897 stipend, effective 6/1/16.

Barnes, Robin, Teacher, PE/Health, MHS, \$948.50 stipend, effective 6/1/16.

Bascom, Weston, Teacher, Grade 4, McDonald Elementary, \$948.50 stipend, effective 6/1/16.

Belknap, Lisa, Teacher, Kindergarten, Lena Whitmore Elementary, \$948.50 stipend, effective 6/1/16.

Bell, Deborah, Teacher, Grade 2, McDonald Elementary, \$948.50 stipend, effective 6/1/16.

Brandt, Tom, Teacher, Mathematics, MHS, \$948.50 stipend, effective 6/1/16.

Carscallen, Lisa, Teacher, PE, McDonald Elementary, \$1,897 stipend, effective 6/1/16.

Curnes, Kris, Teacher, Grade 3, Russell Elementary, \$1,897 stipend, effective 6/1/16.

Dalebout, Gerald, Teacher, Social Studies, MHS, \$948.50 stipend, effective 6/1/16.

Druffel, Sally, Teacher, Grade 4, Lena Whitmore Elementary, \$948.50 stipend, effective 6/1/16.

Eareckson, Lee Anne, Teacher, Foreign Language/Science, MHS, \$948.50 stipend, effective 6/1/16.

Faircloth, Cyndi, Teacher, multi subjects, PCRHS, \$2,845.50 stipend, effective 6/1/16.
Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$2,845.50 stipend, effective 6/1/16.
Freeland, Kris, Teacher, Grade 2, West Park Elementary, \$948.50 stipend, effective 6/1/16.
Gillette, Cheryl, Teacher, Grade 3, Lena Whitmore Elementary, \$1,897 stipend, effective 6/1/16.
Gingras, Ashley, Teacher, Grade 4, Russell Elementary, \$948.50 stipend, effective 6/1/16.
Gregory, Tim, Teacher, Art, MHS, \$948.50 stipend, effective 6/1/16.
Gress, Arianna, Teacher, Grade 4, Russell Elementary, \$948.50 stipend, effective 6/1/16.
Haley, Matthew, Teacher, Social Studies, MMS, \$1,995.50 stipend, effective 6/1/16.
Hamma, Lance, Teacher, Grade 5, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Hespelt, Nate, Counselor, MMS, \$948.50 stipend, effective 6/1/16.
Hightower, Jenni, Counselor, West Park Elementary & PCRHS, \$2,845.50 stipend, effective 6/1/16.
Hightower, Michael, Teacher, Language Arts, MHS, \$2,845.50 stipend, effective 6/1/16.
Hill, Cherisse, Teacher, Grade 3, Russell Elementary, \$1,897 stipend, effective 6/1/16.
Hoogsteen, Sam, Teacher, Social Studies, MHS, \$1,570.50 stipend, effective 6/1/16.
Jakich, Charlene, Counselor, MHS, \$1,897 stipend, effective 6/1/16.
Johnson, Denise, Teacher, Grade 1, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Lawton, Lori, Teacher, Science, MMS, \$948.50 stipend, effective 6/1/16.
Lawton, Ned, Teacher, Science, MMS, \$948.50 stipend, effective 6/1/16.
Leidholm, Vicki, Teacher, Grade 2, West Park Elementary, \$948.50 stipend, effective 6/1/16.
Lynn, Jennifer, Teacher, Business Technology, MMS, \$2,845.50 stipend, effective 6/1/16.
Lyons, Monica, Counselor/School Psychologist, Russell & West Park elementary schools, \$1,422.75 stipend, effective 6/1/16.
Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, \$3,794 stipend, effective 6/1/16.
McMurtry, Amy, Teacher, Art, MHS, \$948.50 stipend, effective 6/1/16.
McNally, Renee, Teacher, Grade 2, Lena Whitmore Elementary, \$1,897 stipend, effective 6/1/16.
Merten, Mary Kay, Teacher, Special Education, MHS, \$948.50 stipend, effective 6/1/16.
Mock, Judy, Teacher, Grade 5, Lena Whitmore Elementary, \$1,897 stipend, effective 6/1/16.
Mueller, Melissa, Teacher, Grade 5, Russell Elementary, \$1,897 stipend, effective 6/1/16.
Mundell, Janet, Speech Language Pathologist, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Nagler, Faye, Library Media Generalist, Elementary Schools, \$948.50, stipend, effective 6/1/16.
Nelson-Price, Rebecca, Teacher, Language Arts, MMS, \$1,897 stipend, effective 6/1/16.
Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Pannkuk, Molly, Teacher, Grade 1, Lena Whitmore Elementary, \$948.50 stipend, effective 6/1/16.
Parce, Jerri, Teacher, Grade 5, McDonald Elementary, \$3,042.50 stipend, effective 6/1/16.
Payton, Ashley, Teacher, Grade 5, Russell Elementary, \$1,897 stipend, effective 6/1/16.
Pollard, Jennifer, Teacher, Strategies/Study Skills/Science, MHS, \$948.50 stipend, effective 6/1/16.
Pollard, Matthew, Teacher, Mathematics/Science, PCRHS, \$1,897 stipend, effective 6/1/16.
Raney, Meghan, Counselor, Lena Whitmore Elementary, \$1,897 stipend, effective 6/1/16.
Ray, Geri, Teacher, Special Education, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Riely, Emma, Teacher, Kindergarten, McDonald Elementary, \$948.50 stipend, effective 6/1/16.
Roll, Kate, Teacher, Grade 1, Lena Whitmore Elementary, \$948.50 stipend, effective 6/1/16.
Rylee, Stephanie, Teacher, Special Education, West Park Elementary, \$3,892.50 stipend, effective 6/1/16.
Scheef, Andy, Teacher, Special Education, Transition, MHS, \$948.50 stipend, effective 6/1/16.
Schiffelbein, Aaron, Counselor, McDonald Elementary, \$2,845.50 stipend, effective 6/1/16.
Schneegans, Stephanie, Teacher, Grade 4, Russell Elementary, \$948.50 stipend, effective 6/1/16.

Schroeder, Maurene, Teacher, Kindergarten, West Park Elementary, \$1,897 stipend, effective 6/1/16.

Shawley, Jessica, Teacher, PE, MMS, \$948.50 stipend, effective 6/1/16.

Singleton, Cory, Teacher, Special Ed, MHS, \$1,995.50 stipend, effective 6/1/16.

Spinarski, Krysta, Teacher, Grade 3, McDonald Elementary, \$1,897 stipend, effective 6/1/16.

Stafford, Julie, Teacher, Business, MHS, \$2,845.50 stipend, effective 6/1/16.

Stelck, Lulu, Enrichment/Gifted Talented Facilitator, Russell Elementary, \$948.50 stipend, effective 6/1/16.

Stone, Natalie, Counselor, MMS, \$1,995.50 stipend, effective 6/1/16.

Summers, Terilyn, Teacher, Kindergarten, West Park Elementary, \$2,845.50 stipend, effective 6/1/16.

Thompson, Wendy, Teacher, Grade 4, McDonald Elementary, \$948.50 stipend, effective 6/1/16.

Thornton, MaryAnn, Teacher, Science, MHS, \$948.50 stipend, effective 6/1/16.

Tribelhorn, Brenda, Teacher, Special Education, MMS, \$948.50 stipend, effective 6/1/16.

Vietmeier, Kathy, Teacher, Grade 2, West Park Elementary, \$1,897 stipend, effective 6/1/16.

Walker, Dean, Teacher, Mathematics, MHS, \$1,897 stipend, effective 6/1/16.

Waring, Vicki, Teacher, Special Education, Lena Whitmore Elementary, \$948.50 stipend, effective 6/1/16.

Wear, Doris, Library Media Generalist, MHS, \$1,897 stipend, effective 6/1/16.

Wear, Michael, Teacher, Social Studies, MHS, \$1,897 stipend, effective 6/1/16.

Wilson-Bailey, Angela, Teacher, Social Studies, MMS, \$1,897 stipend, effective 6/1/16.

4. Certified – Resignations/Terminations/Retirements

Scheef, Andrew, Teacher, Special Education/Transition, MHS, effective 6/10/16.

5. Classified – Hires

Anderson, Stephanie, Secretary, Russell Elementary, 7.5 hours/day, 210 days/year, effective 8/9/16.

Temporary Summer Custodians/Painters:

Braase, Riley, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Chandler, Deven, Temporary Custodian/Painter, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Gonser, Matt, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Helbling, Joshua, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Johnson, Megan, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Lockard, Jordan, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Maxcer, Miles, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

6. Classified – Changes/Increase/Decrease

Adams, Michelle, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, additional assignment, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Autry, Zach, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, additional assignment, Temporary Painter, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Heiniger, Barbara, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, additional assignment, Temporary Custodian, Buildings/Grounds, 40 hours/week, effective 6/15/16.

Johnson, Jennifer, Finance Specialist, District Office, transfer to Business Manager, District Office, full time classified exempt, effective 7/1/16.

Penoncello Wilder, Stacy, Instructional Assistant Paraprofessional, Title I Program, reassignment to Instructional Assistant Paraprofessional, Special Education Program, Russell Elementary, 3.75 hours/day, effective 8/26/16.

Schwager, Holly, Food Service Worker, MHS, additional assignment, Secretary, Student Nutrition, 7 hours/week, 205 days/year, effective 8/9/16.

Extended School Year (ESY) Program – Additional Assignment:

Brooker, JoDee, Instructional Assistant Paraprofessional, Speech Language, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Crawford, Roger, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Foutch, Kelli, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Hierschbiel, Elizabeth, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Spinarski, Krysta, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Stubbs, Sheri, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

Sullivan, Sean, Instructional Assistant Paraprofessional, ESY Program, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/20/16.

7. **Classified – Stipends**

Finley, Daniel, Substitute Bus Driver, Transportation, \$125 stipend, 1st half of sign-on bonus for a driver without a CDL, effective 6/1/16.

Johnson, Jennifer, Finance Specialist, District Office, \$3,751 stipend for additional Business Manager duties and responsibilities during May and June 2016, effective 6/24/16.

Lair, Lyle, Bus Driver, Transportation, \$75 stipend, 1st half of referral bonus for driver without a CDL, effective 6/1/16.

Lamke, Michael, Substitute Bus Driver, Transportation, \$250 stipend, 2nd half of sign-on bonus for a driver with a CDL, effective 6/1/16.

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

Autry, Zachary, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, effective 6/8/16.

Brierly, Jessica, Instructional Assistant Paraprofessional, Special Education, McDonald Elementary, effective 6/8/16.

Buehler, Paige, Instructional Assistant Paraprofessional, Title I Program, District-wide, effective 6/8/16.

Cardwell, Kurtis, Substitute Bus Driver, Transportation, effective 6/8/16.

Caudle, Amanda, Instructional Assistant Paraprofessional, Speech/Language, Special Education Program, McDonald Elementary, effective 6/8/16.

Feezell, Allie, Instructional Assistant Paraprofessional, Special Education, Russell Elementary, effective 5/5/16.

Finley, Daniel, Substitute Bus Driver, Transportation, effective 6/14/16.

Gault, Ralph, Substitute Bus Driver, Transportation, effective 6/8/16.

Hyman, Roy, Bus Driver in Training, Transportation, effective 6/10/16.

Jacob, Nicole, Instructional Assistant Paraprofessional, Special Education, McDonald Elementary, effective 6/8/16.

Kemper, Diana, Custodian, Night, District-wide, effective 6/10/16.

Larson, Amy, Custodian, Night, District-wide, effective 5/31/16.

McClaine, Kaelyn, Aide, West Park Elementary, effective 6/8/16.

Rod, Addie, Instructional Assistant Paraprofessional, Special Education, McDonald Elementary, effective 6/8/16.

Schmidt, Patricia, Assistant Paraprofessional, Special Education, MHS, effective 6/8/16.

Zabriskie, Nancy, Assistant Paraprofessional, Special Education, MHS, effective 6/17/16.

2015 End of Extended Reading Intervention (ERI) Program:

Baltzell, Victoria, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/19/16.

Blake, Caszandra, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/26/16.

Ellinwood, Michelle, Instructional Assistant Paraprofessional, ERI Program, McDonald Elementary, effective 5/31/16.

Hanley, Maggie, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/19/16.

Heisel, Britt, Instructional Assistant Paraprofessional, ERI Program, West Park Elementary, effective 5/19/16.

Marone, Rachel, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/26/16.

Trosen, Emily, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/26/16.

Williams, Sandi, Instructional Assistant Paraprofessional, ERI Program, Lena Whitmore Elementary, effective 5/19/16.

MHS Student Employees:

Connors, Daniel, Auditorium Tech, MHS, effective 6/8/16.

Cornwall, Joseph, Auditorium Tech, MHS, effective 6/8/16.

Dearian, Cameron, Auditorium Tech, MHS, effective 6/8/16.

Hofstrand, Joshua, Auditorium Tech, MHS, effective 6/8/16.

Kennedy, Mycah, Auditorium Tech, MHS, effective 6/8/16.

Lee, Isaiah, Auditorium Tech, MHS, effective 6/8/16.

Mylar, Shane, Kitchen Helper, MHS, effective 6/8/16.

Ponkopf, Christian, Auditorium Tech, MHS, effective 6/10/16.

Preston, Tobias, Auditorium Tech, MHS, effective 6/10/16.

Robbins, Kacie, Auditorium Tech, MHS, effective 6/10/16.

Tunnicliff, Baylus, Auditorium Tech, MHS, effective 6/10/16.

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

Athletic Trainer – MHS/MMS Resignations/Terminations/Retirements

Carscallen, Debby, Head Athletic Trainer, MHS/MMS, effective 6/3/16.

Cheerleading – MHS Hire

Muir, Krysta, JV Cheer Coach, MHS, effective 8/8/16.

Football – MHS Resignations/Terminations/Retirements

Fennell, Marcis, Assistant Football Coach, MHS, effective 5/23/16.

Murphey, Darryl, Assistant Football Coach, MHS, effective 6/1/16.

Football – MHS Hires

Amos, Patrick, Assistant Football Coach, MHS, effective 8/8/16.

Broenneke, (Eldon) Brad, JV Football Coach, MHS, effective 8/8/16.

Buchanan, (Gayle) Buck, Assistant Football Coach, MHS, effective 8/8/16.

Edwards, Ky, Assistant Football Coach, MHS, effective 8/8/16.

Wrestling – MHS Hires

Amos, Patrick, Head V Wrestling Coach, MHS, effective 11/14/16.

Girls Basketball – MHS Resignations/Terminations/Retirements

Agee, Michelle, JV Girls Basketball Coach, MHS, effective 5/18/16.

Boys Soccer – MHS Resignations/Terminations/Retirements

Shepherd, Nick, JV Boys Soccer Coach, MHS, effective 5/24/16.

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. Approximately 900 outdated, used library books - no value.

6. NEW BUSINESS CONTINUED

- A. Waiver of Residency Requirement for Administrative Personnel - Dr. Greg Bailey, Superintendent noted this was placed after the consent agenda to accept the resignation of Sue Clark and the recommended hire of Jennifer Johnson as the business manager.

RESOLUTION 16-113

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the request for waiver of the residency requirement for Jennifer Johnson in the position of Business Manager in this case only.

Campbell moved that the Board approve Resolution 16-113, seconded by Frenzel. The motion carried 4-0-0.

- B. Appointment of Treasurer - Dr. Greg Bailey, Superintendent noted that this also needs to be taken care of as there is now a new business manager.

RESOLUTION 16-114

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves appointing Jennifer A. Johnson, Business Manager, as Treasurer, effective June 29, 2016.

Frenzel moved that the Board approve Resolution 16-114, seconded by Campbell. The motion carried 4-0-0.

- C. Authorization for Signatory - Dr. Greg Bailey, Superintendent noted that as there is now a new business manager, this also needs to take place.

RESOLUTION 16-115

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby authorizes and directs the District's financial institutions to add Jennifer A. Johnson, Business Manager, as a signatory and accept or receive deposits, and honor checks, drafts or other orders for the payment, transfer or withdrawal of funds drawn in the District's name, including those payable to the individual order. The financial institutions are entitled to honor and to charge the District for such checks, drafts or other orders if such signature resembles the specimen duly certified to or filed with the bank effective June 29, 2016.

Frenzel moved that the Board approve Resolution 16-115, seconded by Campbell. The motion carried 4-0-0.

- D. Authorization for Designated Depository - Dr. Greg Bailey, Superintendent, noted that as there is now a new business manager, this authorization must be in place.

RESOLUTION 16-116

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves that funds of the District be deposited by Jennifer A. Johnson, Business Manager and Treasurer, effective June 29, 2016, with the State of Idaho Local Government Investment Pool (LGIP) or a financial or investment institution authorized by Idaho Code 67-1210.

Campbell moved that the Board approve Resolution 16-116, seconded by Schmidt. The motion carried 4-0-0.

7. SUGGESTIONS AND COMMENTS

A. Public Comments

1. Susan Mahoney, MEA president, thanked the Board for reinstating leave to three classified personnel, addressed the dual leave policy, and asked for an explanation about the agenda item related to staff start/stop times to the workday. It was noted that the Board does not respond to public comments. At this point, she gave notice she would be filing a grievance and went on to state why.
2. Tiffany Ringo, Lena teacher, spoke on the start/stop time for certified staff and how it makes her feel.
3. Molly Hirschbiel, spoke about the murals at MMS. She also thanked the Board for reinstating her leave and how this would factor in the future.
4. Jenny Fereday, echoed what Molly said.
5. Mark Kay Merten, spoke on the start/stop times.
6. Matt Pollard, stated that the stop/start additional time puts his work day at 8 hours.
7. Lori Lawton, spoke on the murals at the middle school.

8. EXECUTIVE SESSION

- A. Motion and roll call vote for Executive Session pursuant to Idaho Code 74-206 (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 (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; and (j) To consider labor contract matters authorized under section 67-2345A 74-206A (1)(a) and (b), Idaho Code.

RESOLUTION 16-117

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retire into Executive Session pursuant to Idaho Code 74-206 (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 (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; and (j) To consider labor contract matters authorized under section 67-2345A 74-206A (1) (a) and (b), Idaho Code.

Campbell moved that the Board approve Resolution 16-117 second by Frenzel. Roll call vote for executive session: Ms. Fazio – yes, Dr. Campbell – yes, Dr. Frenzel – yes, Ms. Schmidt - yes. The vote was unanimous for the executive session. A brief break was taken and the Board then entered Executive Session at 9:14 PM.

At 10:01 PM the Chair stated that the Board would be returning to open session.

9. RETURN TO OPEN SESSION

A. Action from Executive Session – two items under discussion required decisions.

1. Item No. 1

RESOLUTION 16-118

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby states that the teacher under discussion during Executive Session, having successfully completed the probationary period, is now removed from probation.

Frenzel moved that the Board approve Resolution 16-118, seconded by Schmidt. The motion carried 4-0-0.

2. Item No. 2

RESOLUTION 16-119

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby authorizes Superintendent Greg Bailey to make decisions in regards to litigation in the matter of the bond construction projects.

Frenzel moved that the Board approve Resolution 16-119, seconded by Campbell. The motion carried 4-0-0.

10. ADJOURNMENT

With no further business, the meeting was adjourned at 10:05 PM.