

**Salmon School District #291
Board of Trustees
Regular Session Minutes
November 20, 2017**

The meeting was called to order by Chairman Chuck Overacker at 5:30 p.m.

Present were Chairman Chuck Overacker, Vice Chair Juniper MacFarlane, Trustee Dorrie Prange, Trustee Candace Burns, and Trustee Richard Natelson. A quorum was present. Also present were Superintendent Chris Born; Director of Finance, Planning, and Program Evaluation, Eileen Holden; and Clerk, Deb Cheney.

Vice Chair MacFarlane motioned to go into Executive Session 74-206(1)d to consider records that are exempt from disclosure as provided by law, second by Trustee Natelson. Trustee Natelson, Trustee Prange, Trustee Burns, Vice Chair MacFarlane, and Chairman Overacker voted aye.

The Board moved into Executive Session at 5:32 p.m.

Superintendent Born stated that the Board would be addressing student attendance. Eric Tarkalson, Dean of Students was in attendance as he tracks student attendance at Salmon Jr. Sr. High School (SJSHS). Principal Doug Owen, SJSHS, was also in attendance.

The Board discussed students A, B, C, and D. Students B and D attended the Board meeting and discussed their absences with the Board. Chairman Overacker thanked the students and parents for attending the meeting.

The Board came out of Executive Session at 6:00 p.m. and entered the regular session at 6:00 p.m.

Chairman Overacker lead everyone in the Pledge of Allegiance.

Celebration of Excellence

Chairman Overacker stated that the Board wanted to bring attention to the Transportation Department under the direction of Mark Austin.

Mark and the transportation staff (Kathy Tolman, Chris Knight, Stephen Fabeny, Diane Baldwin, Josh Tolman, Brooke Monroe, David Shaffmaster, Bruce Murphy, Paul Fisher, Don Miller, Terry Weigan, Berik Christensen, Judith Jenquine, Beverly Ricks, Dallas Dupree, and Tommy Nelson) all work hared to keep our students safe.

The Transportation Department does a remarkable job of transporting our children to school and the numerous activities while dealing with Mother Nature. They travel many miles over the course of the year, be it getting the students to school and back home, to the field trips that range from Darby Mansion, Crystal Park, the Idaho Museum, INL, and numerous sports activities.

The Transportation Department recently went through their audit and received a ranking of 99.8%. This is a true reflection of the leadership and attention to detail that Mark provides to the department. Mark is also always willing to work to make the paperwork and follow-up reports the easiest for all parties involved. Mark is a true team player and does his best to communicate with all the various entities within the District and community to ensure our students are kept safe while under their care.

Salmon School District is excited to shine the light on our Transportation Department directed by Mark Austin and thanks them for all their work.

Update Academic Excellence: Salmon Alternative School

Brady Bever, Alternative School English and History Teacher, stated that enrollment at the Salmon Alternative School has gone up this year. Some are full-time students who also attend the Salmon Jr. Sr. High School. Some Alternative students attend from 4-5 hours per day.

Bever reported that his students are currently reading *The Canterbury Tales*. As they are reading the literature, they discuss it as a group. The Alternative School approach to teaching is differential. Eileen Holden, Math Teacher, is currently teaching four different math courses in one class period.

Pam Fabeny is the Alternative School Secretary and does a wonderful job. She is absolutely essential. Heather Pekus, SJSHS Counselor, has been working well with scheduling students. The Alternative school's courses are created as students enroll and are based on the needs of each individual student.

Chairman Overacker stated that the Board encourages the use of the Alternative School. He is encouraged to see students using the alternative path. He feels it is a need.

Brady said he needs a printer and more computers since the enrollment is increasing.

Coleen Phelps and Laurie Dupree

Coleen Phelps, Licensed Professional Counselor, reported on K-8 Counseling. She reported on two trainings she has recently attended.

Gear Up 2 sent her to the Idaho State Counselor's Association training. She attended three hours of ethics training and was excited to network with a lot of Idaho's rural districts. Ms. Phelps' background was with large districts so it was good to connect with the smaller rural districts. She learned about Google sheets and how to work with more challenging students.

Ms. Phelps also attended Homeless training in Pocatello. She learned about legal issues with homeless students. If a student is identified as homeless, school districts cannot take their credits away due to attendance although they can still lose credits based on grades. Senior homeless students automatically qualify for the Pell Grant. They don't have to provide their parents tax information. They defined homeless as children and youth who are sharing the housing of other persons due to loss of housing or economic hardships (doubled up). Ms. Phelps stated that we have a lot of doubled up students living with grandparents. Students living in 5th wheelers and campers are also considered homeless. Training was provided to staff in identifying homeless students.

Ms. Phelps also oversees the Backpack Program, which provides food for qualifying students. Salmon Rotary recently donated \$1,000 but we are in need of more funds. The Backpack Program is currently spending \$150.00 per week. She stated that a lot of people in the community drop off food at Pioneer Elementary School. They have also received coats, gloves, hats, socks, etc.

Ms. Phelps stated that the District has a couple of nice principals and she enjoys working with them.

Laurie Dupree, Title Teacher

Mrs. Dupree has attended two trainings this year. During the first part of September she went to Idaho Falls for an English Learners (EL) training with Director, Eileen Holden. They learned how to access the State site to see more information about students. The second training she attended was on screening and testing students to see if they qualify for the EL program. They are required to do this within thirty days of enrollment. Mrs. Dupree stated that they were able to connect with coaches who then offered to come to Salmon for additional training. The coaches were able to walk Dupree and Holden through the State tracking site and the WIDA site (testing and screeners). We have two new students this year who qualify for the EL program. The coaches also walked them through entering screening data. The coaches came back to Salmon to work with our teachers.

Salmon hosted teachers from Leadore and Orofino. The coaches will come back to Salmon next year to provide more training.

Mrs. Dupree also attended a two-day, Family and Community Engagement Conference. One of the speakers talked about community outreach as a way to engage community members. Rather than doing an event, an idea they came up with was home visits. Mrs. Dupree will start doing home visits on Fridays with Eileen Holden or John Hamilton. She applied for Bucks for Books so traveling books can be read and loaned to students on a weekly basis. Resources will also be provided to families they visit. A mini grant paid for the cost to attend the conference. The Title program is also doing the Imagine Learning Program and Naturally Live Intervention Program. She has a large number of students participating. Students receive a mini eraser as an incentive for reading a book. The Tile Program has partnered with the library as well. Tell a Tale had a turnout of sixty people.

PUBLIC INPUT

Jim Bob Infanger

Mr. Infanger thanked the Board for what they do. The Supplemental Levy is coming up. His pet peeve is the condition of our facilities. We have a lot of people who have done a lot of groundwork for the Multi-Purpose Facility. Mr. Infanger supports the supplemental levy but would also support a Plant Facility Levy. He stated that it might be time to send out a questionnaire to see if there is support for a Plant Facility Levy. He feels it is time to start to save money for future facility expenses or look at a bond. He has people in the community who are willing to pay for a mailer so we can get the community's feedback.

Arlene Wolf

Arlene Wolf is a science teacher at Salmon Jr. Sr. High School. She stated that she is in support of the Supplemental Levy. There is a lot of talk about the mines coming in. If we are getting more people we will need to expand. The Supplemental Levy is necessary. Idaho is the very bottom as far as the dollars spent for students and last in the nation. According to national standards, our students are performing in the middle. This is because of our teachers and community supporters of education. Ms. Wolf asked the Board if they have been receiving e-mails in support of Levy. Board members stated they have.

ACTION ITEMS

Approve Agenda

Vice Chair MacFarlane motioned to approve the agenda as presented, second by Trustee Natelson. Passed 5/0.

Consent Agenda

1. Meeting minutes of October 16, 2017 and October 23, 2017
2. Personnel Recommendations
3. Treasurer's Report
4. Accounts Payable October 2017

Trustee Burns motioned to approve the consent agenda, second by Trustee Prange. Passed 5/0.

NEW BUSINESS

Attendance Appeals

With the Superintendent's recommendation, Trustee Prange motioned to not deny credit if a contract can be agreed upon to improve attendance and grades, and if conditions of the contract are met by the individual student A, B, C, and D. Vice Chair MacFarlane seconded the motion. Passed 5/0.

Bus Bid

Mark Austin, Transportation Supervisor reported that Western Mountain Bus and Parts' bid was \$120,158. Bryson's bid was \$116,271 with a trade in of the District's 2009 special needs bus. Currently, most of the District's buses are Bluebird buses, which really helps with bus maintenance. Mr. Austin recommended the Board approve Bryson's bid of \$116,271.

With the Superintendent's recommendation, Vice Chair MacFarlane motioned to accept Bryson's Bluebird 78 passenger bus bid with the trade in of the District's 2009 Special Needs Bus, second by Trustee Natelson. Passed 5/0.

Supplemental Levy

With the Superintendent's recommendation, Vice Chair Macfarlane motioned to approve the proposed Supplemental Levy of \$399,000 with the proposed changes, second by Trustee Natelson. Passed 5/0.

Trustee Prange stated that she liked what Mr. Infanger brought to the Board's attention. It seems to be a good idea to go with our supplemental levy and then include a plant facility levy.

Vice Chair MacFarlane strongly suggested using a consultant. Rich Bauscher is an expert at passing bonds. His job is to canvas a community to see if a bond could be passed.

Superintendent Born stated that we have to understand what our bond capacity is and how the finances will work. Then you can check into the possibility of passing a bond.

The Board directed Superintendent Born to contact Rich Bauscher to check into a plant facilities levy and/or bond.

Fence Line Request

The County Shop does not have enough room for parking. They asked the District if an adjoining fence could be moved in 20 ft. by 80 ft. onto SJSHS property to give them additional parking. Superintendent Born stated that they do a lot of work for the School District. The District will still own the property.

With the Superintendent's recommendation, Vice Chair MacFarlane motioned to approve the request from the County Shop to move the fence line in 20 ft. x 80 ft. onto SJSHS property to improve parking for the County yard, second by Trustee Prange. Passed 5/0.

Proposed Board Policy Changes:

4105 Community Relations – Public Participation in Board Meeting

4105F Request to Appear Before the Board (delete)

4110 Community Relations – Public Complaints

4120 Community Relations – Uniform Grievance Procedure

With the Superintendent's recommendation, Trustee Natelson motioned to approve the third reading of policy changes to 4000 – 4200, second by Trustee Prange. Passed 5/0.

Continuous Improvement Plan

Director Holden stated that proposed benchmark changes were brought to the last Board meeting. Board members were asked to review and bring back any ideas or changes they would like to see. Chairman Overacker reminded the Board that they wanted to keep the benchmarks simple, concise, and measurable.

Trustee Burns commented that communication is essential. What does the community and staff need or want to know? How can we use the website better? Is it possible to use the website to know what the technology

committee's plan is? How do people interface? As we move forward with our facility Trustee Burns can think of all kinds of things that the community needs to know about our schools. She thinks staff and people in the community want to know those things.

Superintendent Born that stated school district websites are under attack. Lawsuits have actually happened. There are ADA rules that limit how and what we can put on our website. Idaho schools currently have to answer to the Office of Civil Rights regarding their website's ADA compliance. We are one of those schools. We are currently looking at ways to get our website compliant. It will be costly and time consuming. Outside links are not allowed and we have problems with underlines, colors, pdf documents, to name a few. Born stated that in the future, we will have less communication on our website due to regulations

The Board discussed the possibility of putting information out through the coalition.

Superintendent Born recommended the Board approve Salmon School Board's Benchmarks for the Continuous Improvement Plan. Vice Chair MacFarlane motioned to approve the Board's Continuous Improvement Plan's Benchmarks as proposed, second by Trustee Natelson. Passed 5/0.

There was further discussion by the Board. Trustee Burns would like to hear a yearly report on the progress made from the previous year. This would come under Communication, Board Strategy A, under Category 2. Director Holden asked if Trustee Burns wants an in-depth report or a synopsis. Vice Chair MacFarlane stated that she would like a synopsis and Trustee Burns agreed.

Vice Chair MacFarlane amended her previous motion to the addition of a yearly synopsis beginning in August to Strategy A, under Category 2. Trustee Natelson seconded. Passed 5/0.

INFORMATION ITEMS

ISBA Report

Chairman Overacker stated that the ISBA conference is always worth going to, but this year's conference was not quite as effective. The overall feel was upbeat but the workshops fell short. He stated that he did find that Salmon's School Board is doing most everything right. Chairman Overacker stated that the things that our clerk does are fantastic. There was good information about going into executive session. Chairman Overacker enjoyed the debate and learned more about the possible changes to ADA funding. The marching band was good and lip syncs were fun. It was nice that Salmon was used as a good example in the Mastery Based workshop discussion.

Vice Chair MacFarlane attended some different sessions, one being *Will Teachers be Replaced by Robots*. Scott McCloud was really good. He had interesting information about innovative schools and technology. It made her very proud of the innovation and technology provided in Salmon. She also learned more about the *Every Student Succeeds Act*. The *Bond Passage* workshop was really good as well. Vice Chair MacFarlane stated that she learned a lot.

Trustee Burns stated that if you can come away with one or two new exciting ideas from a conference, that's good. One that she got excited about was using easy to understand visual data. Attendees broke into small groups. Their assignment was to visually show progression from kindergarten to graduation. Her group ended up with a birthday cake. The family was the foundation with additional layers added, ending with college. She talked about another visual she saw that prepared parents and students for taking the IRI test. Visuals showing students setting a goal, going to bed early, and eating a good breakfast were sent home with students. The principal sent parents a message reminding parents to check their student's backpacks. It was very successful as IRI test scores went up.

Superintendent Born stated that this year's ISBA conference was not the most dynamic. He attended *Passing Bonds for Facilities*, which was presented by the Piper Jaffray Company. He learned that it is best to not try passing a bond on your own. If you do the process correctly you will have a better chance of getting bonds and levies passed. He also attended *Meet the Candidate* debates for both Superintendents and Governors. The *Mastery Based* workshop was fun.

Director Holden attended the funding workshop and found it very interesting. They spent time talking about baseline dollar for kids with additional funding for homeless, sped, etc. They could not tell us yet, how the money would follow the student.

Mastery Based – The Maker Spaces speaker was concerned about Maker Spacers being used in the schools. Director Holden also attended a tech workshop. She was able to bring back useful information for the District's Tech Committee.

Coin of the Realm was data information. Idaho is lowest or second lowest in the dollars our students receive but also the least taxed. Our students are in the middle as far as excellence. The presenter was not familiar with school financing and could not address all areas.

Pioneer Elementary Administrator's Report – John Hamilton, Principal

The annual Halloween Carnival was very successful. Getting people in the school is important. They are currently looking for a location to hold their winter concert.

There was a great turnout at parent teacher conferences. Fifth grade had 58 of 60 parents attend. Many teachers had 100% attendance.

Mr. Hamilton reported that in the past month he attended the Idaho Principals Network and Project Leadership. Both programs help attendees develop leadership and listening skills. One major skill they are trying to teach is how to be less bossy as a boss. Shared leadership was another topic. Other takeaways were don't solve everyone's problems; don't be thinking of your response as the other person is speaking or you are not truly listening; and be barely noticed at team meetings unless there is a problem. The last day of Project Leadership was especially helpful as it dealt with Special Education. He was happy to discover that he knew some things that no other administrator in the room was aware of.

Meriah Baker and Kelsey Aipperspach have been invited to and have been attending Idaho Coaching Network where they get extensive training to write lesson plans aligned to the Idaho Content Standards for ELA/Literacy and learn how to present the material as well. Jane Feldhausen and Bridget Severe attended this program in the past. Mr. Hamilton believes the four teachers are hoping to do a presentation about the program in the future.

Students met their reading goals last spring. The Lighthouse Team decided they wanted Mr. Hamilton to sit out in front of the school dressed as an old woman. He sat in front of the school and read to students throughout the day.

Salmon Jr. Sr. High School Administrator's Report – Doug Owen, Principal

Mrs. Dupree is in charge of progress monitoring at Salmon Jr. Sr. High School. They are in the process of checking for needs and will be supplying applications that are designed to remediate Math and English deficiencies.

Salmon Jr. Sr. High School received two \$500 grants from Exxon/Mobil via Wolfley's Mini Mart and Berry Oil. Five hundred has been given to the Math Department and five hundred to the Science Department. This is part of a pattern of yearly grants from Exxon/Mobil.

Parent/teacher conference attendance for grades 7-12 averaged 44% overall. Parents of 9th and 10th grade students came out in the highest numbers at almost 60%, 8th grade was at 46%, 11th grade at 36%, with 7th and 12th grades coming in at 34%.

Red Ribbon week was very successful. There was a guest speaker, a great presentation “The Mannequin Challenge” which was a video produced by students from the school’s Drug Free Youth group and funded by a grant from the County.

Mr. Owen invited the Board to attend an assembly at 11:00 a.m. the following day featuring Lance Pekus, Cowboy Ninja.

Director of Finance, Planning, and Program Evaluation Report – Eileen Holden

Director Holden reported that she had submitted two State reports. She has also provided coverage at the Juvenile Detention Center and stepped in to cover the Alternative School when needed.

Director Holden attended the ISBA convention and Region 6 Superintendent Meeting. She was contacted by the Department of Education regarding our Senior Project Day. Trustee Burns had extended an invitation to Portia Flynn at the ISBA conference. Ms. Flynn contacted Director Holden to for more information.

Superintendent’s Report – Chris Born

Superintendent Born highlighted the Transportation Department’s Safety Report. It was noted that School Bus Drivers exhibited excellent skills. Driver’s skills and routing received a 98%.

The District also had their annual Safety Inspection. The facilities report was good.

Superintendent Born attended the Region 6 Superintendent’s Meeting on November 16th. The agenda included discussions on attendance, website ADA compliance, and high school graduation rates, to name a few.

- Statewide attendance average is 94%. Salmon School District’s attendance problems are down from previous years.
- Schools throughout Idaho are facing possible lawsuits over website ADA compliance problems. Butte’s audit expense totaled \$5,000 for the review of 10 web pages. It was recommended we get rid of teacher web page links.
- Superintendent Ibarra proposed budget plus 130 million for career ladder.
- Bonneville was served with another lawsuit about classroom fees. The lawsuit is retroactive from 2013 to now. There is a potential cost of 3 million dollars. Suggested classroom donations and student supply lists are a problem.
- Chuck Zimmerly is looking for administrators from each region to be a part of the Red Tape Committee. Districts are tired of reporting and double reporting.
- IHSA is talking about changing the number of referees from 2 man to 3 man mechanics which means hiring another referee for games.

Eastern Idaho College gave an interesting presentation. All of superintendents were interested in qualifications to teach Dual Credit courses. There is talk about making the requirements uniform across the state.

There being no further business, the meeting adjourned at 8:11 p.m.

Chuck Overacker, Chairman

Date

Deborah K. Cheney, Board Clerk

Date