

**Salmon School District #291
Board of Trustees
Regular Session Minutes
February 15, 2017**

EXECUTIVE SESSION

There was not a quorum of the Board present to move into Executive Session, 74-206(1)d: to consider records that are exempt from disclosure as provided by law. The Executive Session will be scheduled for the next regular board meeting scheduled for March 20, 2017.

The meeting was called to order by Chairman Chuck Overacker at 6:02 p.m.

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

Chairman Overacker led everyone in the Pledge of Allegiance.

PUBLIC INPUT

Coleen Phelps – Elementary/Middle School Counselor

Coleen talked briefly about the social emotion group at Salmon Jr. Sr. High School. They have had hurdles. Students were reactive at first. Changing to proactive was difficult. Jr. High aged students need consequences and attainable rewards, teachable moments. There have been changes in the group's rules. Now when a student gets kicked out of class they don't get to come to the group meeting. Last week was cancelled because there was only one student eligible to attend. This week all attended. Originally, buy-in from staff was difficult. Coleen also stated that because she is K-8 her time is split between two buildings, which can be difficult. Heather Pekus, High School Counselor, has been her backup.

There have been many positives from the program. Noticeable behavior changes are now taking place. Participants are starting to understand cause and effect (negative and positive). All students need to develop the self, empathy for others, and understand they are a part of the community. These components are working. They started this program with a small group of students. In the future they would like to add a girls group. Many students experience generational poverty, some have behavioral and mental health issues which can include anxiety and depression. The focus on consequences has built buy-in from teachers and staff. Students are starting to set goals for themselves. This semester Coleen has added an academic portion to the group. Today all of the participants have set a goal to get C's by spring break.

The long-term goal is to try to implement federal funding for a mandatory study skills class and learning to be successful class. They will continue focusing on the junior high level. Coleen would like to see staff education and implementation of ACEs (Adverse Childhood Experiences), Step One program, PBIS (Positive Behavior Interventions and Supports), and Restorative Justice. She concluded that Salmon is a unique community and our programs have to be unique as well. We need to partner with community programs and individuals. She stated that the biggest changes came about when Scott Brand, Director of the Mahoney House stepped in to assist.

Scott Brand

Mr. Brand stated he is happy to be working with the school. As Director of the Mahoney House he sees domestic violence and sexual assault. He thought it was a great opportunity when Ms. Phelps approached him about assisting with the social emotional group. He wanted to learn more so attended an ACEs training in Missoula, MT. In November an ACEs class was held in Salmon with 35 community members in attendance. Kids have trauma in their life and he is trying to help them. Mr. Brand stated that it only takes one positive adult figure to change a child's life. ACE's training teaches students life skills, such as how to address a person when introduced; shaking their hand and looking the person in the eyes. Mr. Brand stated he enjoys the social emotional group.

The Mahoney House is hoping to expand their Big Brothers and Big Sisters program. He has hired a new person to run their summer program, Strong Girls and Strong Boys. He would like to get the kids out in the woods. Mr. Brand is interested in partnering more with the school. The first program will be small and he knows it takes a community effort. Heather Pekus, Counselor, told him that she sees a difference in the boys. He appreciates opportunity to work with school.

Robert Blackadar

Mr. Blackadar stated he was born in Salmon and has always supported the savages. He graduated in 1969 and he stated that Milton McCray spoke about enough is enough when referring to drug addiction. Mr. Blackadar says enough is enough. We should not continue the discussion of changing the mascot.

Jim Lund, 3rd Grade Teacher at Pioneer Elementary

Mr. Lund is a 3rd grade teacher and has been at Pioneer Elementary for 6-7 years. He has worked in the District for 32 years. Mr. Lund stated he has concerns about the fundraising policy. Fundraising is a component of PTO that provides funds for class field trips K-5, class funds, and support for the leadership team. The PTO also provides community service which includes Dinner and a Book and the yearly Halloween Carnival. He encouraged the Board to reword the Board Policy to include representation of teachers on the committee.

REGULAR SESSION

Ashley Lohmeyer – Salmon School Garden Update

Ms. Lohmeyer has been working with the garden for over a year. She provided the Board with her PowerPoint Presentation and January 2017 Newsletter. Highlighted in the PowerPoint presentation was the Salmon School Garden's mission statement, school involvement, diagram of upcoming additions to the garden, and what they would like to see in the future. (See attached documents.)

ACTION ITEMS

Approve Agenda

Motion by Trustee Burns to approve the agenda as presented, second by Trustee Prange, passed 3-0.

Consent Agenda

1. Meeting minutes of January 16, 24 and 30, 2017
2. Treasurer's Report
3. Accounts Payable January 2017

Motion by Trustee Burns to approve the consent agenda with deletion of class reference to course offering on page two of January 30, 2017 minutes, second by Trustee Prange, passed 3-0.

NEW BUSINESS

Personnel Recommendations

Superintendent Born read the personnel recommendations. There was a motion by Trustee Prange to approve personnel recommendations, second by Trustee Burns, passed 3-0.

Superintendent Contract Renewal

Chairman Overacker proposed tabling the Superintendent Contract Renewal until evaluations can be discussed in Executive Session. Trustee Burns moved to table the Superintendent Contract Renewal, second by Trustee Prange, passed 3-0.

Leadership Premium Money

Director Holden presented the Board with a handout, Leadership Premium Allocation Recommendations. She stated that the committee had been meeting throughout the fall to discuss the distribution of funds. Teachers mentoring new teachers will receive a minimum of \$900.00. Additional funds were allocated for those on various committees. To receive funds from the Leadership Premium Allocation fund you must meet the criteria and be receiving a minimum of \$900.

Motion to approve Leadership Premium Money by Trustee Prange, second by Trustee Burns, passed 3-0.

School Board Policy Changes: 3260-4000 (Third Reading)

Superintendent Born recommended the approval of the Third Reading of Policies 3260-4000.

3260: Student Dress – Remove policies on head covering, footwear, and example of inappropriate clothing.

3265: Electronic Communication Devices – Remove references to outdated devices.

3270: District Provided Access to Electronic Information, Services, and Networks – Remove unnecessary language and policy prohibiting use of e-mail.

3295: Hazing, Harassment, Intimidation, Bullying, Cyber Bullying, Menacing – Addition of definitions from 3295P.

3295P: Hazing, Harassment, Intimidation, Bullying, Cyber Bullying, Menacing – Removal of 3295P.

3296: Bullying Awareness – Remove reference to Columbine shooting.

3300: Drug Free School Zone – Adopt the policy as there was no adoption date.

3305: Weapon Free Schools – Change wording

3320: Substance and Alcohol Abuse – Add reference to e-cigarettes and nicotine.

3330: Conduct and Behavior – Approve previous policy strikeouts.

3400: Extra and Co-Curricular Activities Drug-Testing Program – Approve previous policy strikeouts.

3420: Student Fundraising Activities – Add language for clarification.

3430: Distribution of Fund Drive Literature through Students – Add language for clarification.

3435: Student Solicitations – Add language for clarification.

3440: Student Fees, Fines and Charges/Return of Property – Changes to student fees due to new State rules.

3540: Emergency Treatment: Clarify previous change

Motion to approve the Third Reading of School Board Policy 3260-4000 with 3420 withheld for discussion was made by Trustee Prange, second by Trustee Burns, passed 3-0.

Policy 3420

Discussion followed regarding Policy 3420. Trustee Prange submitted a revision to 3420 stating: "It shall be the policy of the Salmon School District that all fundraising projects be approved in advance by the School Board with input from the building principal and the District Fundraising Committee. The District Fundraising Committee shall include representatives from PTO, Booster Club, and local business people."

Motion to approve First Reading of School Board Policy 3420 by Trustee Prange, second by Trustee Burns, passed 3-0.

INFORMATION ITEMS

Board Presentation of Possible New Superintendent Evaluation Tool

Trustee Burns would like to adopt the Idaho School Board’s Association Superintendent Evaluation Guideline. Attending trustees agreed and discussed the need for training. A Special Board Meeting was tentatively scheduled for March 6, 2017 at 6:00 p.m. to adopt the evaluation tool.

Pioneer Elementary Administrator Report – John Hamilton, Principal

Mr. Hamilton was not present as he was attending Pioneer Elementary School’s music program. He provided STAR testing results.

Pioneer 2016-2017 goals: 65% of Pioneer’s students will show a 7 month gain on both the reading and the math STAR tests.

Last year’s goals and data were used to help determine this year’s goals.

The following gains were made in STAR Reading:

Grade	Months Gained
1	4
2	6
3	8
4	9
5	5

The following gains were made in STAR Math:

Grade	Months Gained
1	7
2	7
3	8
4	8
5	6

The staff has not had time to break it down by percentage of students but it would appear that they are well ahead of their goals. If this trend continues, and they expect it will, their goals will be set much higher next year. Staff knows that the STAR test is only one indicator, but the progress is very exciting.

Jennifer Platt, Music Teacher, has recently held music concerts for first, fourth, and fifth grades. On March 6th many of their 4th graders will participate in the NAEP test (National Assessment of Education Process) that will take place at Salmon Jr. Sr. High School.

Also, before the next Board Meeting, a special night of Dinner and a Book will be held at Pioneer Elementary. This will take place on March 16th at 5:30 p.m.

Salmon Jr. Sr. High School Administrator Report – Jenny McKenna, Principal

Ms. McKenna presented a slideshow highlighting Restorative Justice and graduation rates. Ms. McKenna spoke about the garden mural and floral wall at Salmon Jr. Sr. High School. She said she has twelve seniors interested in applying for USFS summer jobs. Ms. McKenna has created Acts of Service for students to assist around the

school. There is an Administrative Intern, Laurie Orr who will be assisting with administrative duties at Salmon Jr. Sr. High School.

Ms. McKenna stated that graduation rates in Salmon have gone down. The numbers are not a good reflection of our actual graduation rate due to students moving in and out of the district, the inability to follow them when they leave the district, etc. Some students arrive with severe credit deficiencies. Some students leave without providing transfer information. If we cannot provide that information to the state then they show as a dropout for our school. Students leaving to get their GED also count as dropouts in the state graduation rate.

Upcoming special events include no school on Monday, February 20th, high school ski day on Thursday, Mastery Learning Training on Thursday, and teacher In-service on February 24th. (See attached PowerPoint.)

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

Director Holden provided Board members with ACT/SAT testing results. They did not include the latest testing as we have not received scores back from ACT. There is more ACT and SAT testing coming up.

Katie Cooper and Director Holden recently attended a Perkins training. They were happy to see that the application went from 4-5 pages to 1 page. They will attend another mandated training in April.

Milepost training was recently provided for Teacher Vitae. This is a digital program allowing teachers to compile a portfolio required by the state. This can follow teachers even if they move to another district (as long as the district has Milepost). If Milepost is not available they have access to a printed document.

Holden has been covering basketball games for Mr. Burgess due to his illness and other commitments. She attended the District basketball game last night and stated that the boys should be proud. Although they lost the game by 3 points they played well.

In the past, Director Holden or Jeremy Burgess has attended the State Student Council Conference as a chaperone but are unable to do so, due to scheduled meetings. This year Coleen Phelps offered to assist. The students are very grateful Coleen is able to help.

Kelly Wilkins and John Hamilton will assist with the upcoming teacher training. Salmon is hosting district wrestling which is this Friday starting at noon.

Heather Pekus and Ashley Tarkalson will meet with seniors one on one to discuss their plans after graduation. They also would like to meet with high school juniors. Ashley Tarkalson has planned another college visit planned in March for students.

Superintendent's Report – Chris Born

Superintendent Born spoke to the Board about the District's liability insurance. Most districts have those using their facility, show proof of their own liability insurance.

He reported that Leadore has two PTOs. The Tendoy School PTO has their own tax number, which is not linked to the school so their funds do not need to go through the school district. Leadore uses the school's tax-exempt number so they do have to go through the school district. Superintendent Born said we need to take a closer look at our clubs. If they are using our tax exempt number then everything needs to be run through the school district.

Superintendent Born reported that Rob Winslow from IASA predicts that the legislature will probably approve a 4% increase in operations, provide help with transportation across the state, will probably fund the Career Ladder, and may help districts with tech and broadband costs. The teacher evaluation piece may be dropped

and classified employee pay raises will not be approved this year. There may be changes to Medicaid reimbursement rules. Doctors may not have to sign off on IEP services and billing could possibly be backdated. There may be a tax cut of 52 million dollars. House Bill 117 will affect property tax. We do not know that impact it will have yet. It could have an effect on passing of supplemental levies and school bonds.

ISHAA will be addressing the behavior of coaches and fans at school games. It has become a problem throughout the state.

One of Salmon Jr. Sr. High School's boilers is down. Because it will need to be replaced, there might not be funds for polished concrete in the commons and locker areas.

Ashley Tarkalson is taking a group of Gear Up students for campus visits. Superintendent Born approved the trip to ISU, Utah State University, and East Idaho Technical College.

A bill is being presented asking for election-day school closure.

Superintendent Born stated that Robert Pearson was going to be at the board meeting to discuss the upcoming Forest Service class but could not make it. He will present at the next board meeting.

Board Discussion

The Board would like to schedule monthly breakfast meetings. They will meet the first Friday of the month at 7:00 a.m. The next breakfast meeting will be held at the Oddfellows Bakery, March 3rd at 7:00 a.m.

There being no further business, meeting adjourned at 8:01 p.m.

Chuck Overacker, Chairman

Date

Deborah K. Cheney, Board Clerk

Date