

**Salmon School District #291
Board of Trustees
Regular Session Minutes
March 6, 2017**

The meeting was called to order by Chairman Chuck Overacker at 6:01 p.m.

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

Trustee Natelson motioned to move into Executive Session 74-206(1)b: (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. Second by Trustee Burns, passed 5-0. The Board moved into Executive Session at 6:02 p.m.

EXECUTIVE SESSION

The Board discussed Superintendent Evaluations.

The Board moved into Regular Session at 7:03 p.m.

REGULAR SESSION

Chairman Overacker led everyone in the Pledge of Allegiance.

PUBLIC INPUT

No public input.

ACTION ITEMS

Approve Agenda

Motion by Trustee MacFarlane to approve the agenda as presented, second by Trustee Natelson, passed 5-0.

NEW BUSINESS

Superintendent Contract Renewal

Motion to approve Superintendents' Contract Renewal for next year was made by Vice-Chair MacFarlane, second by Trustee Natelson. Discussion followed.

Trustee Prange stated there was a flaw in the concept. She is looking for stability in the District and does not feel that having two part-time superintendents is working. She stated that the Board entered into this indefinitely and that if approved things won't change. Trustee Prange stated she did not support the contract.

Trustee MacFarlane stated that we need to keep discussing whether or not the situation is working. She would like the discussion to continue over the next year.

Superintendent Born stated that he and Director Holden know that the situation is unique. Other school districts are now going this route due to hiring difficulties in Idaho. Superintendent Born stated that a solution was put forth to the Board.

Trustee Prange stated that Superintendent Born's and Director Holden's proposal went into a different direction than what she wanted. She is interested in smaller reading groups and more money for Salmon Jr. Sr. High School to make things function better.

Born reminded the Board that he and Holden are splitting the Superintendent salary and are being paid less than other Superintendents in Idaho. He stated that hiring a full time superintendent would not increase funding for the District.

Chairman Overacker stated that our situation is not perfect.

Trustee Natelson stated that if the Board hires a new superintendent they cannot be sure what they'll get. Stability is more important. He stated that we could possibly get someone who is constantly moving from one area to another; someone who is starting their career and will leave in two years as they move up the career ladder; or someone who is at the end of their career and wants to retire in a couple of years. We live in a poor community where teachers and administrators are paid less than those in more affluent communities. He stated that the District is in the black and that for the most part, Superintendent Born and Director Holden are doing a good job.

Trustee Prange stated she is not concerned with being in the black. Are our kids getting the best education?

Trustee Natelson stated he was a teacher for a period of time. It takes devotion and the ability to make things interesting. Passion is the key to teaching. He knows there are students who fight to get into Born's class. Trustee Natelson stated that he knows we can improve but we have a decent team. Don't throw the baby out with the bath water.

Chairman Overacker stated that we have two people who are very dedicated to the District. It is difficult to please everybody. We are not at the point where we abandon the split role. For the next few months there is a plan in place. He has talked to Born's and Holden's mentors and a plan is coming. He is in favor of renewing Born's and Holden's contract for next year.

There being no further discussion the vote for approving the renewal of the Superintendents' Contract was passed 3-2 with Chairman Overacker, Vice-Chair MacFarlane, and Trustee Natelson voting to approve the contract; Trustee Prange and Trustee Burns voting no.

School Board Policy Changes: 3420 (Second Reading)

Motion to approve the Second Reading of School Board Policy 3420 was made by Trustee Prange, second by Trustee Burns. Discussion followed. Director Holden stated that other Idaho school districts do not have fundraising requests brought before the Board for approval. Requests are made to the principal and finalized by the superintendent. Chairman Overacker commented that we are unique as we are trying to get the community involved in this process. There being no further discussion the vote passed 5-0.

INFORMATION ITEMS

Board Presentation of Lemhi Education Summit

Trustee Prange stated there was an article in the Recorder Herald that reported on the Education Summit. There will be a follow-up on May 5th and feels that the Board and School District should be represented. She stated that Principal, Jenny McKenna gave a magnificent Mastery Based presentation. Trustee Prange provided a list of action items from the Lemhi Education Summit. Four break-out groups were created: Higher Education, Life-Long Learning, Early-Childhood, and School Systems K-12. Each group submitted three to five goals and those were ranked. Of the ranked items, Trustee Prange feels that the Board and School District should assist with improving communication between the community and the school system, and assist with a community committee to work closely with the school system to create a common vision and goals which has already been formed. Superintendent Born has been in contact with Ella Deutchman, head of the community committee. Trustee Prange signed up for the Adverse Childhood Experiences (ACEs). (See attached)

Superintendent Evaluation Tool

Chairman Overacker stated there are two options. One is from the Idaho School Board Association (ISBA).

Vice-Chair MacFarlane stated that the ISBA option was the most thorough with dates. She would like to discuss the timeline and rubric at the next Board meeting to align the tool to work best for our District.

Superintendent Born stated the ISBA evaluation tool is similar to the Danielson Framework for Teaching evaluation method. This is the direction the State of Idaho is leaning towards.

There being no further business, a motion to adjourn was made by Vice-Chair MacFarlane, second by Natelson, passed 5-0. The meeting adjourned at 7:48 p.m.

Chuck Overacker, Chairman

Date

Deborah K. Cheney, Board Clerk

Date