

**Salmon School District #291  
Board of Trustees  
Regular Session Minutes  
December 17, 2018**

The meeting was called to order by Chairman Overacker at 6:00 p.m.

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

Chairman Overacker led everyone in the Pledge of Allegiance.

**SALMON JR. SR. HIGH SCHOOL CAMEO**

Mastery Team – Denise Braswell, Tracy Burgess, Mallori LaMoure, John Anderson, and Bridget Severe

Mrs. Braswell – Last year the Mastery Team focused on the culture of revision. This year they are building upon that and conferencing with students. Teachers have been talking to their students in their Advisory classes about grades and what’s going on in their lives, but now they would like to do more with the academics process. Mrs. Braswell is doing more one on one with her student’s writing skills. She asks how they produce writing and what they are thinking. That’s where they want teachers to go this year.

Mrs. Burgess – This year, the Mastery Team decided to invest in staff with the Mastery funds they receive from the State. Mrs. Burgess stated that she with the Mastery Team came up with one or two credit options for the Salmon Jr. Sr. High staff. One credit equals two full days of training and two credits equals four full days of training. On November 2<sup>nd</sup> some staff attended the second day and received pay for the hours spent in training. There are trainings scheduled in February during in-service day and then in March, which will be a paid day for staff that attend. Some team members attended training in Boise in October. The Mastery Team is also investing funds in technology. They purchased chrome books and a cart in the past and hope to buy another set of thirty chrome books with a charging cart. They are investing money in the school.

Ms. LaMoure – The Mastery Team is helping to move along work-based units. They aim to have four completed projects this year. It has been hard to put in a lesson plan based on Mastery but following a conference pain by a school min-grant she has learned to use a very helpful graphic organizer that shows what you’re accomplishing. She has shared it with Mrs. Braswell and Mr. Anderson and is it working well for them as well.

Mr. Anderson was interested in seeing how Mastery worked for music and electives. He has adopted competencies that students need to master before graduation. They are built upon over the years and align with Salmon’s graduation requirements.

Mrs. Severe – The Mastery Team has found that during flex time, students are coming in and saying what they need to work on and a schedule is created on Mondays for students to get help. The students are taking ownership of their learning and can talk about their needs and strengths. Kids are paying attention and want to get better. They also find that students are able to talk to teachers about issues they are dealing with. Teachers can then refer to counselors if necessary.

**PUBLIC INPUT**

None

**ACTION ITEMS**

### **Approve Agenda**

Trustee Natelson motioned to approve the agenda for November 19, 2018 as presented, second by Vice Chair MacFarlane. Passed 4/0.

### **Consent Agenda**

1. Meeting minutes of November 19, 2018
2. Personnel Recommendations
3. Treasurer's Report
4. Accounts Payable – November 2018

Trustee Natelson motioned to approve the consent agenda as presented, second by Vice MacFarlane. Passed 4/0. Chairman Overacker abstained from voting on accounts payable.

### **NEW BUSINESS**

#### **New Trustee Oath of Office**

Deb Cheney, Board Clerk, administered the Oath of Office to Salmon School Board's new Zone 1 Trustee, Kellen Miller. Mr. Miller joined the Board for the remainder of the meeting.

#### **Sick Leave Bank Request**

Director Holden reported that the Sick Leave Committee had approved the request and that they now needed Board approval. With Superintendent Born's recommendation, Trustee Prange motioned to withdraw days from the Sick Leave Bank for the teacher to use, second by Trustee Natelson. Passed 5/0.

#### **Student Teacher Request**

With Superintendent Born's recommendation, Trustee Prange motioned to approve the student teaching request from BreAnna Olson during the Spring Semester of 2019, second by Trustee Natelson. Passed 5/0. Vice Chair MacFarlane asked Mr. Hamilton if he approved and he stated yes. Superintendent Born stated that Sharon Centeno would be the certified instructor overseeing Ms. Olson.

#### **Winter Bus Stop Request**

Dawn Lopez requested the Board look at her bus schedule. She felt the decision to stop the bus from driving to her house was too early in October. She stated that they didn't have snow on the road until a few weeks ago. She did state that it is too dangerous now for the bus to drive to her home.

Superintendent Born stated that he understands that when snow is on the road the buses can't go up. There has to be forewarning. It can't be decided on a day-to-day basis.

Chairman Overacker asked Mark Austin if he would like to respond. Mr. Austin stated that decisions are made for safety reasons. Usually it is November before the buses can't go up Mrs. Lopez's road, but this year it was earlier due to a snowstorm and rockslide. The bus can usually go back in March. The decision is made on a year-to-year basis. He stated that he could have looked at it a little harder as the road cleared up after the first snow. If we have an early snow in the future, he will reassess whether or not it is safe for the bus to drive to the Lopez home.

Trustee Natelson asked what happens if there is an unusual storm. Mr. Austin stated that as it is a safety issue it is his decision. The best he can do is stretch it out and look at it a little harder in the future. The reason he stopped is because of the first snow. He stated that at this point, right now, it's going to stay the way it is. Mr. Austin drives up there daily to check the roads. As soon as it's okay then the bus will go up. Superintendent Born stated that Mr. Austin has been great regarding safety issue and he determines safety on the bus.

Both Mark Austin and Dawn Lopez agreed that the winter bus stop change would be looked at more closely in the future. Lopez stated she would like to tighten up the schedule but wants the kids safe.

Vice Chair MacFarlane motioned to table the motion to request a winter bus stop change, second by Trustee Natelson. Passed 5/0.

### **Board Training**

Director Holden stated that she has been checking with ISBA regarding Board training. Trustee MacFarlane stated that she would like a training package that includes Board Roles and Governance along with Building Trust and Bond & Levies. She asked if they would have to be separate trainings and if they would be reimbursable. Director Holden stated that it could be a one day or afternoon/evening training. Bringing the trainer to Salmon is more cost effective.

Superintendent Born stated that every year they have FFA kids are at the ISBA conference and follow the Roberts Rules of Order. Madison FFA would love to come up and talk about open meeting law. He stated that we could bring them to Salmon if the Board would like.

Trustee Prange stated she attended the ISBA Early Bird session with Andy Grover and Jason Knopp. They talked about building trust and how they passed a bond for their elementary school. Trustee Prange would recommend them both. Vice Chair MacFarlane asked if we could get them as soon as possible.

Director Holden asked the Board if they would like to go with Andy Grover and Jason Knopp. The Board agreed. Holden asked if evenings or Saturdays were better. Chairman Overacker directed Holden to find out when they would be available then get back to the Board. Director Holden stated she would e-mail available dates and times. Trustee Prange stated she would not be available in January.

With Superintendent Born's recommendation, Vice Chair MacFarlane motioned to direct Holden to inquire about what dates and times Jason Knopp and Andy Grover would be available for Board training regarding roles and governance and building trust with your community, second by Trustee Natelson. Passed 5/0.

### **Continuous Improvement Plan**

Director Holden gave Board members handouts showing the breakdown of the ACT test scores from past years with updated State and National averages for the 2017-2018 school year. She also added the most recent results from the October test for Salmon's students. Holden also provided visual data. She stated that over the past four year, Salmon's ACT averages have improved and they ended the 2017-2018 year with averages being higher than the State and National averages.

Director Holden provided the Board with a handout with IRI (now I-Station) results, which the State just updated. The handout compared Salmon to the Idaho averages in each category. She simplified the results in her handout but noted that the results are a lot more in depth, breaking down the different populations: male, female, ethnicity, students with disabilities, etc. Teachers can utilize the software to assess monthly so they can gain a better understanding of where the student is struggling. Results are immediate.

With Superintendent Born's recommendation, Vice Chair MacFarlane motioned to table the Continuous Improvement Plan, second by Trustee Natelson. Passed 5/0.

### **School Board Policy Changes: 8000-9000 (Third Reading)**

8200 – Healthy Lifestyles/Child Nutrition and Wellness

8210 – District Nutrition Committee/Menu Planning

8220 – Food Services/Daytime Sales and Vending Machines

8230 – District Nutrition Standards/Role of Food in Rewards, Activities, Concessions, & Parties

8235 – Water Consumption/Water Bottle Policy  
8240 – School Meals/Wellness Education for Students, Parents, and Staff (spelling error)  
8245 – Competitive Food Services (Delete)  
8250 – Monitoring and Compliance Bottom should be in red (that isn't marked out)  
8260 – Vending Machines (Delete)  
8270 – Teacher to Student Incentive (Delete)  
8310 – Automated External Defibrillators (Delete) Not Policy  
8310F(1) – Automated External Defibrillators (Delete) Not Policy  
8310F(2) – Automated External Defibrillators (Delete) Not Policy  
8310P – Automated External Defibrillators (Delete) Not Policy

With Superintendent Born's recommendation, Trustee Natelson motioned to approve the third reading of the proposed changes to School Board Policies 8200, 8210, 8220, 8230, 8235, 8240, 8245, 8250, 8260, 8270, 8310, 8310F(1), 8310F(2), and 8310P as well as the review of the 9000s. Vice Chair MacFarlane seconded the motion. Passed 5/0.

## **INFORMATION ITEMS**

### **Pioneer Elementary Administrator Report**

John Hamilton stated that he didn't have a lot to report. ShopKo and EICU took over 170 students from Pioneer and SJSHS to buy a new pair of shoes. He stated that he was very grateful for that. Mr. Hamilton reported that Santa will be at school tomorrow to read to the elementary students.

### **Salmon Jr. Sr. High School Administrator Report**

Mr. Owen officially wanted to recognize Arfmann's Four Seasons for their generous donation of 64 pairs of athletic shoes valued at over \$4,000. The collection of shoes included everything from football cleats to wrestling shoes to track spikes. He will be asking the Athletic Director and coaches to be on the lookout for students that would benefit from this generous donation.

Once again, Salmon Jr. Sr. High School and Pioneer Elementary School were the recipients of the Coins for Christmas program sponsored by East Idaho Credit Union. Approximately ninety students from SJSHS went to ShopKo to purchase a new pair of shoes. Quart jars were distributed around the school to collect and give back to the Coins for Christmas program. Last year the school collected around \$725 to give back. This year Mr. Owen issued a challenge to staff and students to raise at least \$1,000 with a reward of donuts for achieving that level. Tomorrow is the last day of the collections and he has been informed that three Junior High advisories competing for top honors have already accounted for about \$800.

Last week the music program hosted their annual Christmas concert with standing room only crowds. The program began with the 6<sup>th</sup> grade band then moved on to the 7<sup>th</sup> and 8<sup>th</sup> grade band and then the high school stage band. The choral portion of the program began with the 7<sup>th</sup> and 8<sup>th</sup> grade chorus, then Mr. Anderson combined the Legacy Choir for a couple of numbers. The Legacy Choir then performed a couple of numbers. The evening was capped off with the choirs singing Silent Night while scattered throughout the crowd.

Mr. Owen read a note of thanks from a patron who happened to be in Saveway when the Legacy Choir was out caroling almost two weeks ago. He stated that as always, they are a point of pride for our schools and community. He noted that the Legacy Choir represents approximately 20% of the high school population. Mr. Owen stated that he will report back next month on the funds raised for Coins for Christmas. Other Christmas activities include a door decorating contest by the Leadership Class, canned food drive by the National Honor Society, and dress up days by the Student Council. Salmon Jr. Sr. High School teachers and staff will be feeding the kids a pancake breakfast Thursday morning that will include donuts.

### **Director of Finance, Planning, and Program Evaluation Report**

Director Holden reported that she, Superintendent Born, and Jennifer Platt would be looking at purchasing a vehicle for the Driver's Education program. She stated that the Board had approved the purchase in the 2018-2019 budget and no general fund money will be utilized.

Director Holden reported that both she and Superintendent born have been spending time at City Council meetings regarding the Child Development Center Superintendent Born had been in communication with the Dept. of Health and Welfare since the first notice they received of last November. They had been working to verify the existence of the sublease contract, and then were working to see if it was valid based on the contract Health and Welfare had with the City of Salmon. Born had numerous phone conversations with Health and Welfare about them never sending an invoice or contacting the District in the five years since they received the last payment, and the lease agreement with the City stating they could not sublease. Holden stated that they had been lead to believe that Health and Welfare was also looking into the legality of it. She stated that they heard nothing all summer until the letter dated the end of this October. It appeared that the person they had been dealing with had left and the new personnel would not acknowledge that any prior communications had even occurred. With the City Council acceptance of taking over the sublease agreement from the Dept. of Health and Welfare, the City gave validation to the sub-lease contract, thus they felt they could no longer pursue the illegality of it without incurring large attorney fees. They will be working out payment to the Dept. of Health and Welfare. She stated that they would have to closely monitor spending in all accounts over the next six months in order to adjust and cover this expense. The District is currently in agreement with the City to cover the utilities over the next 90 days so they can determine what the ongoing expenses would be if they continue to occupy the building. The District will continue to cover the janitorial and shoveling sidewalks as they have for the past few years.

Vice Chair MacFarlane asked if the area occupied by Health and Welfare could be rented out. Director Holden stated that we will look into it after we see what the utilities run.

The English Language Arts curriculum has been approved by the State. A teacher from each grade has been given the information, along with items to consider and research so they can bring recommendations back to the overall committee on which curriculum they would like to go with. If a consensus by the group can be reached on two top choices, they will try to get teachers out to schools who are currently using the curriculum to see it being used in action and visit with the students and staff who are using it. She stated that \$25,000 had been budgeted for the curriculum and she and she hoped to bring a final decision to the Board in May. Director Holden stated that since she and Superintendent Born have been in the District Office, the Board has budgeted and purchased new curriculum each year. This had not occurred in previous years.

Director Holden reported that every Wednesday there is a tutoring opportunity for students at Salmon Jr. Sr. High School after school. There is a Title Para there and Holden stated that she usually attends to assist students with their homework. Some Wednesdays are very busy and others are slow. She stated that this is another opportunity for students to get support in their learning.

### **Superintendent's Report**

Superintendent Born stated that last Thursday he attended the monthly superintendent's meeting in Rexburg. The majority of the meeting was about the funding formula. Region 6 Superintendents are not happy with the new funding formula and feel there should be no losers. South Fremont stands to lose 1.2 million. Others could lose \$10,000. The State Funding Committee is done and now we will see how the Legislature reacts. Big districts are concerned about how they can compete with the smaller districts, which is an interesting argument. The Legislature has picked their committee head. On February 18<sup>th</sup> and 19<sup>th</sup> Chairman Overacker and Superintendent Born will see what they say at Day on the Hill.

Idaho State University is sponsoring Idaho Future Educator's Day due to the lack of teachers in Idaho. Three school districts have created a club for future educators. Mr. Born stated that he asked Ashley Tarkalson, College and Career Advisor, to see if any of our students are interested in taking part in ISU's College of Education Day on March 13<sup>th</sup>. ISU and CEI have reduced the number of credits needed so students can get a

teaching degree in four years. They have matched classes with CEI and ISU. If it works well with ISU then other colleges will possibly do the same.

Superintendent Born reported that IHSAA proposed a change in the participation rule for extracurricular activities. Currently, students must take six classes and pass five of them. If a student has a release hour, such as a seminary student, then that student must pass all of his/her classes. IHSAA is looking at amending the rule so that students with a release hour can only fail one class and still participate.

Superintendent Born and Chairman Overacker will be attending the Law Conference in April.

The school bond survey is being conducted to see if there is community interest in passing a bond. We will see what the outcome is on January 7<sup>th</sup>.

Trustee Kellen asked if only landlines were being called. Superintendent Born stated that members of the PTO, Booster's Club and the committee provided phone numbers of people who signed up to be called. Born then checked the names against voter registration. Of the 1200 phone numbers received, only about 728 were registered in the School District voting area.

There being no further business, the meeting adjourned at 7:07p.m.

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Chuck Overacker, Chairman

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Date

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Deborah K. Cheney, Board Clerk

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Date