

Salmon School District #291
Board of Trustees
Regular Board Minutes
March 18, 2019

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

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

REGULAR SESSION

Chairman Overacker led everyone in the Pledge of Allegiance.

PUBLIC INPUT

Evalyn Bennett – Mrs. Bennett stated that she had a brief statement. She stated that the investigation is serious and there are possible violations. Evalyn recommend that the Board refrain from any discussion about bond. She recommended the removal of item 7 and item 9 from agenda.

Cid Hayden- Mr. Hayden stated that he is a vet and that he has been following the school bond. He stated that education is extremely important to him. He grew up on farm. Mr. Hayden said he has watched from distance and has seen and heard a lot of back and forth. He feels it is important to remember that formal education is important. Failure to pass the bond has happened 9 times. He thinks the board has inherited distrust from previous administration. Mr. Hayden stated that he voted against the bond. He complimented the newspaper article about the middle school closure as it helps to instill trust in the School Board. He stated that he went to school in a building like the Pioneer. His hometown built a school with just classrooms and administration offices to start out. It has since tripled in size due to additions. He would like to see a similar plan for Salmon, start out with the minimum and add on later.

Kristen Foss - In June, the board approved FernWaters performance certificate. The Idaho Department of Education suggested that the start and stop dates be included on the certificate. FernWaters performance start date is July 1, 2019 and the end date is June 30, 2024. Ms. Foss was there to also speak on behalf of Lemhi Citizens for Affordable Education and Training. They intentionally went on radio silence due to the bond election. She wanted to let the Board know that the group has decided to go with a May ballot to create a community college district in Lemhi County. Ms. Foss stated that she appreciates the Board and Administration.

Rick Sessions- Mr. Sessions stated that he was representing nobody but himself. He has lived in Salmon since 1987 and has been involved in all bond elections and levies that have been passed. Every election brings about a lot of contention. This, in his opinion, was the worst. Mr. Sessions stated that he doesn't think that anyone disagrees that Salmon needs a

new school. He thinks there is a middle ground. He would like to see an election in August or November to give the community time to come together. Mr. Sessions feels that Salmon needs a levy to fix the Pioneer and bond out the gymnasium. He suggested that the community take the time between the bond elections as an opportunity to go to the legislature. He stated that we need to join forces instead of fighting.

Rob and Cindy Hallen – Mr. Hallen stated that he agrees there was significant contention over the process. He stated that we started off in desperation to go after something that wasn't a good process. It did not come to a good conclusion as far as the school buildings. The bond was too extravagant. He heard a whole lot of I want, I want, I want. Mr. Hallen and his wife were willing to work on trying to get good value for the dollar. He stated that if pro bond people don't think the bond is too extravagant then pro bond people should pay for it themselves. Mr. Hallen feels that Rich Bausher schmoozed everyone and everyone grabbed onto it. Based on the election, that has been changed. He feels that if we can come to a middle ground, we may be able to get it done. Mr. Hallen stated that we are surrounded by a huge amount of federal ground. Why shouldn't there be government responsibility to help out? He stated that Bausher came from Southern Idaho so he is not a good example to bring into our community. Mr. Hallen asked the Board to postpone any elections so that people can gather more information.

ACTION ITEMS

Approve Agenda

With Superintendent Born's recommendation, Trustee Natelson motioned to approve the March 18, 2019 agenda, second by Trustee Miller. Passed 4/0.

Consent Agenda

1. Meeting minutes of February 20, 2019 and March 7, 2019
2. Treasurer's Report
3. Accounts Payable – February 2019
4. Personnel Recommendations

Trustee Miller motioned to approve the Consent Agenda, second by Trustee Natelson. Passed 4/0.

NEW BUSINESS

Emergency Closure Day

Superintendent Born reported that school was closed on February 25th due to snow conditions. He recommended the Board approve the February 25, 2019 Emergency Closure Day.

Trustee Natelson motioned to approve the February 25, 2019 Emergency Closure Day, second by Trustee Miller. Passed 4/0.

Request to Open Negotiations

Letter from Kelly Wilkins, Superintendent Born stated that the Salmon Education Association (SEA) has requested that teacher negotiations open for the 2019-2020 school year.

Vice Chair MacFarlane motioned to approve the request by the SEA to open negotiations for the 2019-2020 school year, second by Trustee Natelson. Passed 4/0.

The negotiation meeting will be held at Salmon Jr. Sr. High School on April 3rd at 4:30.

Sick Leave Bank Request Teacher A

Director Holden reported that the Sick Leave Bank Committee met and approved all sick leave days for Teacher A.

Superintendent Born recommended the Board vote to approve the request for Teacher A to withdraw days from the sick leave bank.

Vice Chair MacFarlane motioned to approve Teacher A's request to withdraw days from the sick leave bank, second by Trustee Natelson. Passed 4/0.

FernWaters Charter Performance Certificate

With Superintendent Born's recommendation, Vice Chair MacFarlane motioned to approve the proposed performance certificate for FernWaters Charter School, second by Trustee Natelson. Passed 4/0.

Proposed Policy Changes – First Reading

- 3530 – Health and Wellbeing of District Students
- 4130 – Public Access to District Records
- 4130F – Request for Public Records Form

Superintendent Born stated that the suicide prevention policy was so outdated that he and Director Holden had to completely change it. They reviewed the revised policy with the Superintendent from Region 6 who stated that the new policy is really good and there should be no loopholes.

Superintendent Born stated that Policy 4130 required people to fill out a form to request records but there was no approved form to go with it. They added the form, 4130F, so it could be downloaded online.

Vice Chair MacFarlane stated that in the second paragraph of policy 4130, *punch cards, discs, magnetics and put in electronic or other forms*, should be removed.

With Superintendent Born's recommendation, Trustee Miller motioned to approve the proposed policy changes to 3530, 4130, and 4130F with the removal of *punch cards, discs, magnets, and put in electronic or other forms*, second by Vice Chair MacFarlane. Passed 4/0.

Continuous Improvement Plan

Director Holden stated that after further discussion with Kindergarten teacher, Darla Hughes and then Principal, John Hamilton, the administration would like to pursue offering full-day kindergarten two days a week to students. The general consensus is that we would

possibly get students from outlying areas. The extended time in the day would allow for more flexibility for interventions. All of these would assist our student in improving their early literacy skills.

At Kindergarten Roundup, parents can choose Monday/Wednesday all day, Tuesday/Thursday all day, or Monday, Tuesday, Wednesday, Thursday mornings. Based on the feedback given during Kindergarten roundup, the schedule will be finalized. She stated that the administration needs decision from the Board to allow them to offer this option.

Chairman Overacker stated that he is concerned about what happens if a student misses a day, how would they make it up? Essentially, they would be missing two days' worth of work.

Director Holden stated that it would be up to the teacher on how they want the student to make up the time. If it doesn't work out, then the District would go back to half days. Director Holden stated that she would like to eventually have students attend kindergarten all day every day.

Chairman Overacker stated that a lot of other schools have said that it is an added expense upfront, but in the long run, it would benefit the school.

With Superintendent Born's recommendation, Trustee Miller motioned to offer all-day kindergarten, second by Trustee Natelson. Passed 4/0.

Citizen Bond Committee

David Schroeder spoke on behalf of the Bond Committee. He stated that they would like to run the bond again in May. August would not be a good time to put together another bond. The committee knows exactly where they stand with a bond at this time. Mr. Schroeder stated that he believes if they can get 90 no voters to sway their vote, they could get the bond to pass. The committee believes in this time frame they could improve the transparency by trying to get correct info out to the community. The committee wants to focus on weekly public meetings to get the information out into the community and get community involvement.

Mr. Schroeder stated that some people weren't comfortable voting yes without knowing what the building would look like. The committee wants to get with an architect to get real numbers and real opinions so that it is not just hearsay. They want to create a Facebook page that is simply for question and answers, not discussion. They plan to post facts, links, etc. The committee also wants to legitimize the answers. They want to put correct information out into the community and help eliminate the feeling of no transparency. They just have to build on what they have already collected. Mr. Schroeder feels that if they wait until November they may have to start from scratch. The Citizens Bond Committee strongly supports putting a new bond on the ballot for May 20th, 2019.

Chairman Overacker stated that there is only 6 weeks until the May 20th election date. He stated that he doesn't want to lose the momentum either, but there are a lot of questions that need to be answered. He feels that 6 weeks does not give an architect enough time to come up with plans.

Mr. Schroeder stated that he believes the committee could get a conceptual model. They could get input from architects that are based off of other schools that have been built. No one has ever seen a school or community exactly like what our community needs. It would give us ground to compare the cost. Right now, people are interested in the bond. All the committee has to do is continue gaining traction. Based on the time frame and the number of voters that didn't feel they had enough info, Mr. Schroeder believes the committee could get all the answers to these questions before the election.

Chairman Overacker asked Mr. Schroeder if the committee wants to run the bond for the same amount. Mr. Schroeder stated yes.

Vice Chair MacFarlane stated that she was concerned there wasn't enough time to get enough public input and an adequate design. It is hard to even get a meeting together.

Trustee Natelson stated that if this is done too quickly, people would say they are trying to push it behind doors.

David Schroeder stated that the committee identified errors that came out prominently, the bond failed because of these reasons. The committee wanted to pick an architect after the bond passed. They wanted to get a concrete number. Basically, just as if you were building a home. An architect would show you five homes that resemble what you want and give you a cost estimate. Mr. Schroeder stated that the bond was close, and he thinks the committee can bridge the gap in a week. He thinks the committee can overcome this failure in a short amount of time.

Superintendent Born stated that there are pros and cons to running the bond in May. The votes were close. He stated that the Board picked the March date because they didn't like the others. A year from now the District will be running the supplemental levy. He stated that yes, the bond resolution could get to the county by May 20th. It can be done. He asked if it is going to continue as is. He told the Board that they probably don't want him involved and that they, the Board, probably don't want to be involved in anything other than the resolution. Superintendent Born stated that personally, he will not do the bond, he is worn out. There are people who are disgusted, and he could use a break from it. He stated that personally, he feels there is a better chance to pass it in May rather than later. Superintendent Born stated that there are some negatives to talking to an architect that knows that the District has previously failed passing a bond 10 times. The architects know they are probably working for free since the District hasn't passed anything. They probably won't do it for free.

Kellen Miller stated that he worries about losing momentum as well. He stated that if they wait too long it will turn out the same way.

Chairman Overacker stated that when the Lemhi Education Project was created, everyone got a sticky pad and wrote down their personal priorities, then they pulled out the top priorities into a group and built it up from there. He would like to see a community work session, get the people together, get 4-5 priorities that go with what we are trying to do. Overacker stated that we are not going to make everyone happy. I would really like to see a couple work sessions to make sure we are hearing the majority of our community. He doesn't want selected people. It needs to be open to everyone and then narrow it down.

Now is the opportunity to come together as a community to reach those needs. He asked if we can do it that fast.

Vice Chair MacFarlane asked if we really giving it enough time to be adequate.

Mr. Schroeder stated that the committee feels it would be too hard to get it passed if they wait.

Superintendent Born stated that the county is going to want the bond resolution turned in as soon as possible.

Chairman Overacker stated that the Board is going to have another meeting next week and he would prefer the Board table the decision until next week's meeting. He stated that they need to collect more information before a decision can be made. Chairman Overacker commended the committee. He stated that they put in a lot of work.

Superintendent Born stated that the interest rate recently went up but does not see this as a trend.

Chairman Overacker asked if it would acceptable to table the decision for a week.

Mr. Schroeder responded, absolutely.

Trustee Natelson motioned to table the motion to run another bond election in May until the next meeting, Trustee Miller seconded the motion. Passed 4/0.

Board of Trustee Interviews

The Board of Trustees interviewed the following applicants:

Questions:

1. Chairman Overacker- What is one thing you would change?
2. Vice Chair MacFarlane - The things that help schools to be effective is a consistent board. What are your thoughts on that piece of an effective team?
3. Trustee Natelson- Are you prepared to be disliked? A matter of keeping your tongue.

Tammy Dahle

Ms. Dahle stated that she was born and raised in Salmon. She owns a business and also works at the library. She is the director of the Salmon Arts Council. Her son graduated from Salmon High School and her daughter is in high school now. Ms. Dahle stated that she has worked as substitute and Title 1 Paraprofessional for Salmon School District. She said she has an idea about most things that go on in our community.

1. It isn't acceptable to have all of the Jr High and High School kids together. She would like to be able to fix that.
2. Mrs. Dahle stated that she understands how hard it can be if someone doesn't pull their weight. All individuals should have an opinion. A well-rounded board would be a great plus.
3. She stated that she believes this would be an incredible learning experience. Mrs. Dahle stated that she works with contractors, so she could work on her poker face, and is pretty good at biting her tongue.

Maggie Seaberg

Ms. Seaberg stated that she has lived in Salmon for 9 years and works for the Forest Service. She has two children. Ms. Seaberg stated that she feels this opportunity really seemed worthwhile to her.

1. Ms. Seaberg stated that she is very interested in many of the things going on with the Board. It will be very interesting to see how the Board moves forward.
2. Ms. Seaberg agreed that the Board should have varying opinions. The number one thing people hear is there is too much turnover. It not only affects things internally but the way you deal with the public also reflects externally. If that changes too frequently, people have a hard time having a trusting relationship with the Board. The longer someone is there the better a relationship a person has with the community.
3. Ms. Seaberg stated that she is not worried about it all. She was impressed with the Board's ability to keep a poker face at a previous meeting. Ms. Seaberg stated she understands that not everyone is going to be happy. She is honestly more comfortable with being disliked by people than interviewed in front of 50 people.

Linda Johnson

Ms. Johnson stated that she has lived in Salmon for 35 years. She raised 5 children who graduated here. She has worked with children all her life. Ms. Johnson stated she was so distressed because of the open trustee position that she wanted to help.

1. Ms. Johnson stated that when they put the first portable in her son was there. He is now 40. How are they still using them? This can't go on forever,
2. Ms. Johnson stated she asked Dorrie what it is like to be on the school board. She said you don't currently have any old fart on your board.
3. Ms. Johnson stated that when you get on the board you are in the public's eye. She thought I'm old and my mother always taught me to keep a civil tongue.

Stephanie Taylor

Ms. Taylor stated that she moved to Salmon in 2011. Her husband is a graduate from Salmon High School. She works for Farm Bureau. Both of her children attend the Carmen Charter School. I have never been on a school board; however, she is the secretary for the Historical Society. She has seen a lot of facets. Ms. Taylor stated that she loves it here and genuinely cares about what happens not only to the school, but to our community as a whole.

1. Ms. Taylor stated that children have structure and be trained. It is easier on the children and staff to be more structured and to have less time for kids to have breaks. I would like to work on structure for the students and teachers.
2. Ms. Taylor stated that she feels, with any good team, having an opinion from all sides is important. You are stronger as a whole if you can meet in the middle instead of just rolling with it. Having the same consensus doesn't bring a change. You have to have all of the colors represented.
3. Ms. Taylor agreed with Maggie, she wanted to have questions answered on the school bond. She didn't get them answered at the last meeting. She stated she knows you aren't going to make everyone happy, but you have to do what you

think is right. Ms. Taylor stated that she figures if people are being mean to her, they aren't bugging someone else.

Ms. Taylor stated that her fear is someone who has been on the Board is going to quit. She asked Chairman Overacker if he is leaving.

Chairman Overacker stated that he is not ready to make that statement.

Ms. Taylor stated that her concern is that, being new you step up to the plate and once you do then everything falls apart. She also asked how much time she will be spending on Board business each month. She has children at home and needed a general idea.

Superintendent Born stated that basically, what he likes to tell all of the Board members is to come in here, sit down, get the business done, and get out the door. The majority of a Trustee's time is spent reading the packet. It is probably around 3-4 hours a month. The annual meeting is an exception.

Director Holden added that Trustees do need to know there is board training. There is a three-day conference around Veteran's day. Sometimes trainings are brought to us. There is also the Law Conference where you will hear all of the different lawsuits across the state. These trainings are not mandatory but are highly recommended.

Chairman Overacker stated that there is a learning curve, but it is not that scary.

Chairman Overacker thanked the Trustee applicants for being there. He commended them.

Vice Chair MacFarlane asked Director Holden if she had looked at the zone map. The zone map is strange and split up really weird. She stated that legally, we must have a trustee in each zone.

Superintendent Born stated that they double checked the zone map and Ms. Seaberg does not currently reside in Zone 4.

Vice Chair MacFarlane stated that the State of Idaho Statute states that you have to have 5 zones.

Chairman Overacker stated that at this point we can only take three applicants as Maggie Seaberg does not live in zone 4.

Vice Chair MacFarlane stated that the decision is going to be really difficult. Board members voted on slips of paper provided by Director Holden. Tammy Dahle received 3 votes, with Stephanie Taylor receiving 1 vote.

Tammy Dahle was selected as Trustee from Zone 4.

Possible Special Board Meeting Date

With Superintendent Born's recommendation, Trustee Miller motioned to approve the creation of an additional school Board meeting March 21, 2019, at 5:30 p.m. at the Salmon Jr. Sr. High School Media Center, second by Trustee Natelson. Passed 4/0.

INFORMATION ITEMS

Pioneer Elementary Administrator's Report

Mr. Hamilton was not present.

Salmon Jr. Sr. High School Administrator's Report

Mr. Owen was not present.

Director of Finance, Planning, and Program Evaluation Report

Director Holden reported that the Food Service budget is looking better than last year by about \$2000. She is hoping this trend continues. The District will need to do an increase on the lunch and breakfast prices for next year, based on the State Nutrition Services recommendations. Suzy Palmer will be bringing that to the Board in either May or June.

At this point, the Medicaid fund is running about \$15,000 higher (expenses vs. revenues) than last year. At the end of last year, the District had to transfer \$44,344 from the General Fund to balance this account.

Director Holden reported that this past month there was an accident that involved the driver's education car and the light pole in the Salmon Jr. Sr. High School parking lot. No one was hurt, but the car was a complete loss. The District was able to trade in two other vehicles and get a new driver's education car with a minimal amount of lost time. The 2004 Chevy Cavalier was upgraded to a 2016 Jeep Cherokee Sport with 19,800 miles.

At the same time, the District also traded in the 2003 Ford Winstar minivan on a 2011 GMC Terrain. This will allow staff to utilize the District vehicle, instead of paying for mileage when staff are out of town for training and will save the District money in the long run.

This past week, Director Holden and Ashley Tarkalson took 17 students on a college tour to the Idaho State University tech expo then traveled to the College of Southern Idaho. Students had an opportunity to experience things they had never experienced before. Director Holden stated she would like to say thank you to the community for the donations that made the trip possible.

Director Holden reported that she, along with Katie Cooper and Kim Sharpe from Leadore will be attending a State mandated Perkins training in Idaho Falls during spring break.

Director Holden stated that she has started the budgeting process for the 2019-2020 school year. This is obviously in the early stages since the funding from the state is not finalized, but she is trying to place teachers on the matrix as to experience, credits, etc. and estimating expenditures on maintenance projects.

Superintendent's Report

Superintendent Born directed the Board to find find the Annual Safety Inspection in their packet. He stated that we did pretty well this year. This was the first year the District didn't get a ding on the playground.

He stated that Superintendents are feeling left out of the funding formula. They haven't had much of a say on the issue. The Superintendents contention is if you can't get it super close

the first time then why do it at all. As of today, he had some new information on the funding formula. The big issue is still the spreadsheet. They are using 2018-2019 numbers for EL Students. They haven't been listening to what Superintendents have to say.

Superintendent Born stated that there is a new policy stating that making a threat on school grounds will be a misdemeanor. This is going to the Governor to be signed.

He reported that dual credit costs went up.

Superintendent Born stated that one thing the Legislature did do is determine what portion of funding will go to benefits and salaries.

Director Holden stated that Salmon will take a hit under the proposed funding formula and if we are taking a loss, that money will be going to someone else.

Chairman Overacker stated that the funding formula, written the way it is, will hit small schools the most. For three years the state will cover the loss, after that Districts will have to be able to make up for the loss. Chairman Overacker stated that hopefully they fix the formula so there are no losers. For the last four years the state has put more money into schools, but we are not where we should be or where we need to be. We are paying our faculty more than what the state provides.

There being no further business, the meeting adjourned at 7:54 p.m.

Chuck Overacker, Chairman

Date

Deborah K. Cheney, Board Clerk

Date