

**Salmon School District #291**  
**Board of Trustees**  
**Regular Board Minutes**  
**May 20, 2019**

The meeting was called to order by Chairman Chuck Overacker at 5:15 p.m.

Present were Chairman Chuck Overacker, Vice Chair Juniper MacFarlane, Trustee Richard Natelson, and Trustee Tammy Dahle. A quorum was present. Also present were Superintendent Chris Born; Director of Finance, Planning, and Program Evaluation, Eileen Holden; and standing in for Deb Cheney, Board Clerk, was Chaylin Olson.

**Executive Session**

Trustee Natelson motioned to go into Executive Session, 74-206(1) b: To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, individual agent or public-school student. 74-206(1) d: To consider records that are exempt from disclosure as provided by law. Trustee Dahle seconded the motion. Passed 4/0. The board moved into Executive Session at 5:17 p.m.

Student A: Discussion with Student A and Board occurred.

Trustee Kellan Miller arrived at 5:35 p.m.

Teacher A: Discussion about the request of Teacher A occurred.

The Board moved from Executive Session to Regular Session at 5:45 p.m.

**Regular Session**

Regular session began at 5:59 p.m.

Chuck Overacker led the Pledge of Allegiance.

**Information from Public Library: Lyn Gray**

Lyn Gray, the manager of the Sacajawea Center, reported that they had received a grant for Museums on Main Street. She told the Board that they want to integrate this program into the school. She was here because she is a part of the outreach program that brings Smithsonian museums to small communities like Salmon. Museums on Main Streets main intention for these exhibits is for the community to understand local history through stories. The opening exhibit will begin on November 30, 2019. They will have weekly evening programs throughout December 2019. Their closing date will be January 10, 2020. They will be housed in the River of History building (old library).

Lyn Gray told the board that they want to partner with teachers to get kids involved in projects such as poster and essay contests. She told the board that they want to community to be able to learn more about how our community has progressed along with other small communities. She gave the board a hand out with all of the information.

Superintendent Born asked what their target grade level was.

Lyn told the Board they wanted all ages involved.

Vice Chair Macfarlane asked how long it would go on for. Lyn told the Board that the program would be in Idaho for 18 months and 6 weeks of that would be in Salmon.

**Information from School Bond Committee: Liz Townley**

Liz Townley introduced herself as the Co-Chair of the Salmon School Bonds Committee. She informed the board that they have been getting together to talk about what the next steps are to get adequate facilities for our kids. She handed out a "Strategies" booklet. Liz told the board that they have been asking people basically "Is there room for your ideas or strategies within our time line?"

She told the board that there was a handful of people who put a lot of time and effort into trying to pass the last bond and that it was shocking how much energy it took. Liz told the Board that the Committee wants to capitalize on the stuff that they know but not over strain themselves the way they did previously.

The Committee wants to provide a structure and leadership but also make space for new individuals to help, as well. They want to team up with other community members who are interested in communications, and leadership, etc.

She told the Board that they know it would be a short timeline. The Ad Hoc Committee would like to host a community meeting to provide information on the cost of a middle school vs a combined elementary and middle school. They would like to hear it from professionals and not just community members. Also, they want to hear from the community about what they think is most important for the school. Once they have gathered all of the information and compiled it, they would like to come back to the June meeting to have the board vote on whether to run a Bond Election for the new school in November.

Liz said the Committee would like to come to more board meetings and would like for the District to be more involved in the community meetings. The Bond Committee would like to post more information on the school website, as that seems to be where people look for information.

Trustee Natelson asked if they have any mechanism to get the nay-sayers more involved and if they (the nay-sayers) are even willing to actually be involved.

Liz replied to Trustee Natelson that at the end of the day they can't make anyone do what they don't want to. It is a fine line between people who actually want to participate and people who just want to put the bond down. People really need to understand that they need to show up and participate.

Trustee Natelson stated that he felt these people were partly responsible. There are only a few of them, but they are very vocal, and he felt they need to be involved.

Trustee Miller asked Liz if they were going to reach out to the no voters and if they had a process in mind on how to do that.

Chairman Overacker stated that there is a list of all of these people who we know did not agree with the bond and that the Ad Hoc committee would really like to get them involved.

Vice Chair MacFarlane asked Liz if they were hoping to have a meeting with the community about what they want and have an architect there to answer questions?

Liz replied to Trustee MacFarlane stated that no they would rather the first meeting be for information gathering from the community so that they can bring an architect into answer those questions in the following meeting.

Vice Chair MacFarlane said she thought it sounded wonderful, but her concern was if they can all agree on an architect and if it would cause issues.

Liz Townley stated that they are not paying an architect. All they can do is say they are trying to get more information out into the community so they, as community members, can make a more informed decision.

Vice Chair MacFarlane said she is struggling with how to be involved but not over stepping as a Board member. She agreed that the Board should be more involved in the community meetings.

Superintendent Born stated that if they have two or more members of the Board at these meetings it then becomes a board meeting.

Liz stated that it would be up to the Board on what they wanted to do. She said they would like to have a board member at the meetings so that they could ask questions.

Superintendent Chris Born told Liz Townley that if they were to be at the June 16 meeting, they are going to want to be on the agenda to get approved to hire an architect and building manager. They will have only two months to get it done so that he can get the Board a bond resolution on time.

Liz stated that the Ad Hoc Committee thinks they can supply the Board members with a lot of good information and help them to make a decision on whether the Bond should be ran again in November or not.

Superintendent Born told Liz that right after the June meeting they would have to meet with the community.

Trustee Natelson explained that he thought it is going to be too quick. It is going to need more time.

Trustee MacFarlane told Liz Townley that posting things on the website is a concern for her. Other districts pay a person specifically for that and we really can't do that. With the lawsuit against Salmon School District it makes it pretty limited on what they can post.

Superintendent Born told the Board that the pressure from the OCR law suit is not as bad as it had been. It is still very hard to add things to the website to comply with OCR regulations, none the less.

Director of Finance Eileen Holden stated that the District also has to be very, very careful with the wording in regard to anything related to a Bond.

Trustee MacFarlane said that it has been very difficult to keep the website up to date without having someone to just do that. Maybe if it was a temporary thing and not permanent it could be possible.

Liz Townley said she thinks it would be fairly easy to run a filter between informational and not promotional documents that could be posted. People in the community told her said they were getting a lot of conflicting information. She thinks having a neutral spot, like the school district website, to give information is what people need.

Trustee MacFarlane told Liz that personally she is all for progressing and she thinks the community meetings could be very beneficial.

Liz told the Board that at the meetings they will ask a string of questions so that they can get people to answer the important things. She said that they would like to do a survey so that they have a couple ways to get input because a lot of people do not want to sit through a whole meeting.

### **Public Input**

Geri Moore told the board that there is a proposal for the CDC to move to another building and that she thought it was a good option. She told the board that she was there to address the playground issue. The CDC Board has offered to help secure some playground supplies for if the CDC's move. She stated that the playground at the Pioneer was not age appropriate for the kids in the CDC and that it would be hard for the kids to make it all the way over there in the allotted time for recess. She told the Board members that the CDC board has also offered to help financially to move a few items that belong to Salmon School District down to the current District Office for her CDC students. CDC Board is willing to help with anything that we might need to make the building adequate for the children.

## **Action Items**

### **Approve Agenda**

Trustee Natelson Motioned to approve the agenda as presented for the May 20, 2019 meeting, second by Trustee Dahle Passes 5/0.

### **Consent Agenda**

1. Meeting minutes of April 15, 2019
2. Treasurer's report
3. Accounts Payable April 2019
4. Personnel Recommendations

Vice Chair MacFarlane motioned to approve the Consent Agenda, second by Trustee Natelson. Passed 5/0. With Chairman Overacker stating he refrained from the vote on Accounts Payable.

## **New Business**

### **Action Pertaining to Executive Session**

Student A

Trustee Natelson motioned to approve the request of Student A, the motion was seconded by Trustee Dahle. Passed 5/0.

Teacher A

Vice Chair MacFarlane motioned to approve the request of Teacher A, the motion was seconded by Trustee Natelson. Passed 5/0.

### **CDC Relocation**

Superintendent Born stated that moving the CDC is not the greatest plan but it is something that we have to do. We have paperwork with costs, sizes, what's good, and what is not so good. While doing some walk throughs Mr. Hamilton said something about moving the CDC into the current District Office. There are some small things that would need to be changed but it is still the best option that they have been able to find.

Chairman Overacker asked if there was enough room.

Superintendent Born replied to Overacker telling him that the only thing that may be an issue is the water, they would just have to watch where they are placing items in the lawn. When a person goes into the DO it appears to be a very small building. It is crammed full of files. Floor to ceiling and wall to wall. When you take all that out there is a lot of storage. He would like to move the DO into the main Alternate School building and move Brady Bever's class into Eileen Holden's room and they would share the room. Then they would like to move the CDC into the current DO building by the Pioneer. There have to do a bit of construction to make the new CDC bathroom ADA compliant. There are also a few things that will have to change overtime. The Alt school will need a bathroom. The kids would have to come into the "new" DO building to use the restroom in the meantime and share the kitchen.

Vice Chair MacFarlane asked if it would cause issues with drop off and pick up of CDC students. Geri Moore told her that she did not think it would be an issue.

Mr. Born referred back to his paperwork and explained all of the options they had come up with but ultimately told them moving the District Office to the Alternative School and the CDC into the District Office would be the most cost effective. He told the Board that the only potential problem would be that the Alt. school has a 30-year lease and that we have 10 years left. It doesn't state what happens after that 30 years. Mr. Born told the Board that BLM is researching what they think will happen. He then asked them if in ten years is really something they will have to worry about at this point.

Chairman Overacker said he was glad to see Geri Moore and John Hamilton both present to talk about this change. He said it made to seem like a very united front and that he really liked it.

Superintendent Born then told the board that they haven't found a single reason why it won't work.

Vice Chair MacFarlane Motioned to approve the request to relocate the current CDC to the site that is now the District Office and the District office to the site that is now the main Alternative School building. The motion was second by Trustee Natelson. Passed 5/0.

### **Use of Football Equipment**

Born told the Board that every year Jeremy Burgess sends a letter to request the use of the football equipment for summer camps and that individual participate insurance covers them at camp, not the schools.

With Superintendent Born's recommendation Trustee Natelson motioned to approve the request for the use of the football equipment during summer football camps, seconded by Trustee Miller. Passed 5/0.

### **Fuel Bid**

Superintendent Born told the Board that he had only received one fuel bid. He said he felt the fuel price were a little high right now but did not feel they would be going down any time soon. He told the Board that if fuel prices dropped drastically Berry Oil would possible work with them. He told the board he thought they should accept the bid.

With Superintendent Born's Recommendation Trustee MacFarlane motioned to approve the fuel bid for the 2019-2020 and 2020-2021 school years. Second by Trustee Natelson. Passed 5/0.

### **Price Increase of school Lunch Items**

Born told the Board that the District has been getting dinged by the state because we do not charge enough for lunch. The State Department of Education basically came and told the District that they HAVE to up the prices. The District has been receiving warnings the entire time. The one increase they demand is the adults go up to at least \$4. The District will have to post it in the paper because it is more than a 10% increase. The board can make it whatever price they want. Mr. Born said that he would like to keep them as low as possible without getting dinged by the state because we are a low-income community.

Trustee Dahle asked if the school is still offering a reduced lunch program. Superintendent born told her that yes, the school does still offer that.

There was discussion about how to get more parents to turn in the forms required by the state to continue getting the benefit of free breakfast and reduced lunches.

With Mr. Born's recommendation Vice Chair MacFarlane motioned to approve the increase in the prices of food items in our Food Service Program. Seconded by Trustee Natelson. Passed 5/0.

### **Negotiations**

Superintendent Born reported that the negotiating team did really well on both sides. The SEA passed the changes. Trustee MacFarlane wanted to know what the major changes were. Director of Finance, Planning, and Program Evaluation, Eileen Holden explained to the changes to the Board.

Vice Chair MacFarlane motioned to approve the changes to the Master Agreement for the 2019-2020 school year. Second by Trustee Natelson. Passed 5/0.

### **Administrators Contracts**

Superintendent Born requested an additional year to be added onto the Superintendent and the Director of Finance contracts and an increase of 1.5%.

Vice Chair MacFarlane motioned to add one (1) additional year to the current Administrators contracts with a 1.5% raise and benefit package. Seconded by Trustee Dahle. Passed 5/0.

### **Proposed Policy Changes-Third Reading**

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

With Superintendent Chris Born's recommendation Trustee Miller motioned to approve the Third and final reading of the policy changes to 3530, 4130, and 4130F. Seconded by Trustee Dahle. Passed 5/0.

### **Continuous Improvement Plan**

Director of Finance, Planning, and Program Evaluation Eileen Holden explained the information in the packet.

She told the Board that the 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> graders are not performing at the level they would like in math. What has been proposed is hiring a staff member whose main focus will be math at the Jr high level. This person will have both math classes and math labs. The person they hired has a 6-9 math endorsement. She told them that they are hoping that the focus will help bridge that gap. And that it will also allow another teacher to focus more on English at these grade levels.

There was discussion about the curriculum and how they could possibly help the students. Director Holden told the Board that looking at the funding for early literacy they have decided to add an additional teacher rather than having literacy paraprofessional. The school's paraprofessionals are amazing, and they appreciate them, but they hope this will offer the students a little more consistency.

Superintendent Born added that this hire wouldn't happen until August.

Director Holden then reported that Salmon was one of eight schools that received the ACT Tessara Survey. They got 500 tests free to use it. Ashley and Heather have been working hard to get that together and have the students take the survey.

With Director Holden's recommendation, Trustee Dahle motioned to table the continuous improvement plan. Seconded by Vice Chair MacFarlane. Passed 5/0.

## **Information Items**

### **Pioneer Elementary Administrators Report**

Hamilton reported that on the ISAT testing the 5<sup>th</sup> grade science was 71% proficient, 4<sup>th</sup> grade ELA was 49% proficient (they were only 39% as third graders), and 5<sup>th</sup> grade ELA was 57% (33% last year as fourth graders).

6<sup>th</sup> grade orientation for 5<sup>th</sup> graders will be on May 21.

Leadership day and family picnic is the 22<sup>nd</sup> All student leaders will be giving speeches.

Field day May 29<sup>th</sup>

May 30<sup>th</sup> is graduation walk with the Senior class and kindergarten graduation.

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

Principal Doug Owen reported:

Wednesday night will be awards night.

Final concert is Thursday the 23<sup>rd</sup>.

Graduation is on May 31<sup>st</sup>.

There are 4 valedictorians and 2 salutatorians this year.

Successful uneventful 8<sup>th</sup> grade prom. There were 8-10 adults chaperoning at all times.

On the last day of school, they start serving a BBQ at 12:00p.m.

Last week golfers went to state, and the girls came back with a 4<sup>th</sup> place trophy.

Boys track got 4<sup>th</sup> at state

Trustee Dahle told Mr. Owen she thought the prom was incredible this year they did a wonderful job. It was fantastic to see them all dressed up. Besides the dance you had other activities and she thought that was wonderful.

Mr. Owen said that it was a wonderful experience. That this group is really amazing at going above and beyond.

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

Director Holden told the Board to remind the District celebrates the retirees on the 30<sup>th</sup>, and that as the Board they are more than welcome to come.

She said that she has been frantically working on the budget. Some of the things are the increase in salaries, last year we increased our classified starting pay, but she is trying to work a little more into the budget. She said she is trying to raise the sub pay again. She is trying to include the resurfacing of the track, and the rest of the roofing that will need to be completed. There are some unknowns like the sewer at the Pioneer, so she is trying to put some money aside for that. They are also looking at possible bleachers in the gym. The hardest part is trying to make it all balance.

Director Holden also reported that we have the CFSGA that has to be finalized by mid-June along with SPED budgets. They have to be submitted before June 15<sup>th</sup>. She is also budgeting for the new Literacy Teacher position from the Literacy Fund.

### **Superintendent's Report**

Superintendent Born reported:

ICRMP for the community has training on May 30<sup>th</sup>, 6:30p.m.

He told the board that he would like to stress that if you haven't watched the Senior/Kindergarten walk it is really great! And that the Seniors love it.

There was discussion about all of the things that need to be updated in the schools and what the best way to spend the money would be. (Refer to the document.)  
It is just a matter of where we all think we can spend the money in the smartest way.

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

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Chuck Overacker, Chairman

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Date

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Chaylin Olson, Alt. Board Clerk

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Date