

**Salmon School District #291**  
**Board of Trustees**  
**Board Minutes**  
**March 16, 2020**

The meeting was called to order by Chairman, Chuck Overacker at 5:34p.m.

Present were Chairman Chuck Overacker, Vice Chair Juniper MacFarlane, Trustee Richard Natelson, Trustee Kellen Miller and Trustee Tammy Dahle. A Quorum was present. Also present were Superintendent Chris Born and Director of Finance, Planning, and Program Evaluation, Eileen Holden and Board Clerk 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 5/0.

The following trustees voted to go into Executive Session: Chairman Overacker, Vice Chair MacFarlane, Trustee Dahle, Trustee Natelson, and Trustee Miller. Passed 5/0.

The Board moved into Executive Session at 5:35 p.m.

The Board discussed Superintendent Evaluation and Student A.

The board moved out of executive session at 5:59 p.m.

**Regular Session**

The Board moved into Regular Session at 6:00 p.m. Chairman Chuck Overacker led everyone in the Pledge of Allegiance.

**Teacher Recognition: Eileen Holden**

Holden told the Board about an email she had received at the beginning of March. She read the email that commended Anna Schroeder for her work with her students.

**Public Input**

Mark Mitchell complimented Pioneer Staff for the way they work with their students. He told the Board that he has been a behaviorist for many years. He stated that he was the one who wrote the email that commended Anna Schroeder. He told the Board that their staff is great to work with.

**Action Items**

**Approve Agenda**

With Superintendent Born's recommendation Trustee MacFarlane motioned to amend the agenda by adding a COVID-19 section to the top of the action items. Trustee Natelson seconded the motion. Passed 5/0.

Trustee Miller motioned to approve the amended agenda. Trustee Dahle second. Passed 5/0.

## **Consent Agenda**

1. Meeting Minutes for February 19, 2020
2. Treasure's Report
3. Accounts Payable February 2020
4. Personnel Recommendations

Trustee Natelson motioned to approve the consent agenda, seconded by Trustee Miller. Passed 5/0.

## **New Business**

### **COVID-19 / Closures**

Superintendent Born talked to the Board about the concerns of the Corona virus. He told them that he had been on several conference calls with all different people. Born asked Jeanie Gentry, Chief Executive Officer of Steele Memorial Hospital, to explain how they are handling the virus.

Ms. Gentry told the board that there were no confirmed cases in Lemhi County at this time. She told them that they had tested 7 people, but the tests had to go to Seattle, WA to be tested. She told them that it may take 3-4 days before they get results.

Superintendent Born told the Board that he did not think the school needed to shut down because of the illness, he believed the community would be the one to push the closure. He explained that he would like to make it through the school week without shutting down.

Chairman Overacker explained that Salmon always seems to be a couple weeks behind the bigger towns in Idaho.

Superintendent Born explained that it was virtually impossible to have the kids do schoolwork from home as not all students have internet or access to computers. Once you start canceling school you must make school up. He told the Board that because Salmon is a 4-day week they can use Fridays to make up days missed.

Trustee Miller explained his concern that if they wait to close the school until spring break the virus may spread.

Superintendent Born told the Board that they should have a meeting at the end of spring break to discuss if school should stay closed.

Trustee MacFarlane told the Board that with the recommendations from CDC and the President people get worried. What Salmon School District is really trying to do is time our closures for when it suits our community rather than what fits nationally.

Trustee Dahle explained that her main concern was after spring break. People will continue with traveling and then we will see the hit.

Superintendent Born told the Board that he believes it will peak right after spring break or shortly after. He told them that if a family has concerns, they do not have to send your kid to school.

Trustee MacFarlane motioned to waive the attendance policy, schedule a board meeting for Thursday, March 26<sup>th</sup> at 6:00 pm located at the DO, and to continue school through Thursdays unless otherwise permitted, Natelson second. Passed 5/0.

### **Action: (Student A)**

Trustee MacFarlane motioned to require Student A to attend the May Board meeting and to continue his plan. Trustee Miller Second. Passed 5/0

### **Week of Young Child Proclamation**

Director Holden Explained the proclamation provided in the packet.

Trustee Dahle motioned to approve the wording for the Week of Young Child Proclamation. Trustee MacFarlane Seconded. Passed 5/0.

### **Request to Open Negotiations**

With Superintendent Borns recommendation, Trustee MacFarlane motioned to open negotiations for 2020-21 school year. Trustee Natelson seconded. Passed 5/0

### **Request to Approve 2020-21 School Calendar**

Superintendent Born told the Board that there was a slight issue with the calendar. He turned the explanation over to Director Holden.

Director Holden told the Board that with the way the school has been operating the employees have been getting paid on the 25<sup>th</sup> of every month except for if the 25<sup>th</sup> falls on a Holiday, break, or weekend, then they get paid on the last teacher workday before the Holiday/break/weekend. She told the Board that the issue this causes with the 2020-21 calendar is that with spring break where it is it will only give the District office one day to process all of payroll, this would be impossible because payroll has to be submitted two days early for the system to let it go through. Holden explained that if they could move spring break back on week it would make it possible to continue with the way they are getting paid. She explained that the other option would be to create a new policy stating that payday will always be on the 25<sup>th</sup> unless it falls on a Saturday or Sunday, since the DO is open during break. She told them that the exceptions would be Christmas or Thanksgiving depending on when they fall on the calendar.

Holden told the Board that there is no current policy or law that states when the employees should be paid. She told them that it was only a procedure they had been following.

Betsi Lamoure (Calendar Committee) told the Board that the only issue with changing the calendar would be that it could cause issues with parent teacher conferences.

Chairman Overacker asked Director Holden to present them with a policy in one of the future meetings.

Trustee MacFarlane motioned to approve the proposed 2020-21 school calendar, Trustee Dahle seconded. Passes 5/0.

### **Request to Approve Emergency Closure Day**

With Born's recommendation Trustee Miller motioned to approve the emergency closure day for February 6<sup>th</sup> and 7<sup>th</sup>. Trustee Natelson seconded. Passed 5/0.

### **Request for Alternative Authorization: (Teacher A)**

With Born's recommendation Trustee MacFarlane motioned to approve the alternative authorization for Teacher A. Trustee Natelson seconded. Passed 5/0.

### **Bleacher Bids**

Trustee Dahle motioned to approve sending out the Bleacher Bids for the High School Gym, seconded by Trustee Miller. Passed 5/0.

### **Pioneer Renovation Bids**

Superintendent Born told the Board that he and Bobby were planning on putting in new flooring in the hallways at the Pioneer and replacing some of the windows.

Trustee Miller motioned to send out the bids for the Pioneer renovation bids. Trustee Natelson seconded. Passed 5/0.

### **Textbook Adoption**

Director Holden told the Board that since the January board meeting, she has been looking at the budget to see where she could find some money for the ELA adoption. She told the Board that after talking to the ELA committee the amount had gone up from what they had presented to the Board at the January meeting. Holden explained that she was able to fine \$34,800 to spend this year and would plan the rest of the money into next years budget. She told them that she had talked to the company and they would be willing to do a split order/payment so that it could be split into the two budgets. Holden told the Board that if they did not agree on the split payment, she would have to amend the current budget.

Trustee Miller expressed his concern that the teachers would not have the supplies in time so that they could work on lesson plans over the summer months. Director Holden assured him that the supplies would arrive in July so they would have time to work on plans.

Trustee MacFarlane motioned to approve the adoption with the attempt to split payment if the company can provide teacher guides first and if that is not possible, Director Holden must amend the budget, seconded by Trustee Natelson.

Chairman Overacker asked if Director Holden could have an answer for them by their next meeting. Holden told him she could.

Passed 5/0.

### **Request of MOU**

Chairman Overacker explained that Nep Lynch decided to donate \$2.5 million to build a multi - purpose building through the Salmon Education Foundation that upon completion would be donated to Salmon School District.

Jim Bob Infanger and Bill Allen were present to ask for the approval of an MOU to begin the process.

Trustee Natelson motioned to approve the MOU request. Trustee Miller seconded. Passed 5/0.

### **Superintendent Evaluation**

Trustee Miller motioned to Table the Superintendent evaluation, Trustee Dahle seconded. Passed 5/0.

### **Information Items**

#### **Continuous Improvement Plan**

Director Holden told the Board that she had just received the ACT scores but did not have time to put them in a format that could be presented to the Board. She told them that she would present them at the next meeting.

#### **Pioneer Administrators Report**

Principal Hamilton reported that the ISAT testing was scheduled to start on 4/21 if the school stays open. He presented the Board with his resignation letter. He thanked the Board for the opportunity and the Board thanked him for his work.

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

Principal Russ Bradshaw explained that he wanted to thank all the high school staff for really stepping up during this crazy time. He told the Board that he had been working on attendance policy. He is trying to make sure kids are accountable for missing school whether it is at the beginning, middle, or end.

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

Director Holden reported that she had been trying to catch up on all her work since her surgery. She told the Board that she had applied for CTE funding. Holden explained that they have been approved for some funding. She explained that they were looking at doing two classes so they would receive around \$3000 to help with supplies. Holden told them that Philip Goodell was now fully certified to teach CTE classes. They decided he would teach one at the high school level and another at the junior high level.

Director Holden told the Board that the Legislation created another report that she had to submit. She told them that it was causing some issues because she doesn't usually sort her codes out the way they want them, so it took a little more time, but did get them.

#### **Superintendent's Report**

Superintendent Born reported that on Thursday he had his region 6 Superintendent meeting. He reported that Legislature is attempting to get out by March 20<sup>th</sup>. He told the Board that the career ladder looked like it would pass. He told them that there may be some issues on how the employees are grouped but they would work through it. Born told the Board that it appeared the funding formula is out.

**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. Trustee Dahle seconded the motion. Passed 5/0.

The following trustees voted to go into Executive Session: Chairman Overacker, Vice Chair MacFarlane, Trustee Dahle, Trustee Natelson, and Trustee Miller. Passed 5/0.

The Board moved into Executive Session at 7:35p.m.

The Board discussed Superintendent Evaluation.

The board moved out of Executive Session at 8:02 p.m.

**Action Item**

**Superintendent Evaluation**

Trustee Natelson motioned to table Superintendent Evaluation until Thursday the 26<sup>th</sup>, Dahle seconded. Passed 5/0.

There being no further business, the meeting adjourned at 8:04 p.m.

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Chuck Overacker, Chairman

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Date

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Chaylin Olson, Board Clerk

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Date