

**Salmon School District #291**  
**Board of Trustees**  
**Regular Board Minutes**  
**April 19, 2021**

The meeting was called to order by Vice Chair, Juniper MacFarlane at 5:31 p.m.

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

**Executive Session**

Trustee Miller motioned to go into executive session 74-206 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 4/0.

The following trustees voted to go into Executive Session: Vice Chair MacFarlane, Trustee Miller, Trustee Dahle, and Chairman Overacker. Passed 4/0.

The Board moved into Executive Session at 5:32 p.m.

The Board discussed Teacher A and Teacher B.

The Board discussed the Superintendent Candidates.

Chuck Overacker left at 5:53 p.m.

The Board moved into Regular Session at 5:55 p.m.

**Regular Session**

Vice Chair Juniper MacFarlane led everyone in the Pledge of Allegiance.

**Public Input**

There is no public input.

**Action Items**

**Approve Agenda**

Trustee Miller motioned to approve the agenda for the April 19, 2021 meeting. Trustee Dahle seconded. Passed 3/0.

**Consent Agenda**

1. Meeting Minutes of March 15, 2021
2. Treasurer's Report
3. Accounts Payable March 2021
4. Personnel Recommendations

Trustee Dahle motioned to approve the consent agenda. Trustee Miller second. Passed 3/0.

**New Business**

### **Request for Leave of Absence for Teacher A**

Trustee Miller motioned to approve the request for leave of absence for Teacher A per policy number 5470. Trustee Dahle seconded. Passed 3/0.

### **Request for Bus Bids**

Born went over the packet provided to the Board members. Director Holden explained to the Board that the bus would not come out of the 2020-21 fiscal year. It would come out of the 2021-22 fiscal year.

Trustee Miller motioned to approve the provided bus bid. Trustee Dahle seconded. Passed 3/0.

### **Teacher Contracts**

With Superintendent Born's recommendation, Trustee Dahle motioned to approve the issuing of tentative teaching contracts for the 2021-22 school year, following completion of evaluations. Trustee Miller seconded. Passed 3/0.

### **Administrative Contracts**

Superintendent Born explained to the Board that both building administrators had passed their evaluations with flying colors. He asked that the Board issue them each a two-year contract with a 3 to 5% increase in pay.

With Superintendent Born's recommendation, Trustee Dahle motioned to offer a two-year contract to each principal for the 2021-22 and 2022-2023 school years. Trustee Miller seconded. Motioned passed 3/0.

Trustee Miller motioned to offer Chris Born and Eileen Holden a one-year contract. Trustee Dahle seconded.

Director Eileen Holden explained to the Board that she wanted to be very clear that this upcoming year would be her and Chris Born's last year in Salmon as co-administrators.

Superintendent Born suggested that the Board consider opening the Superintendent position no earlier than October of 2021 and no later than November.

Passed 3/0.

### **SEA Request to Open Negotiations**

Trustee Miller motioned to approve the SEAs request to open negotiations. Trustee Dahle seconded. Passed 3/0.

The negotiators for the Board and the SEA who attended the meeting set up the first negotiation meeting for May 4<sup>th</sup> at the District office at 5:30 p.m.

### **Facility Rental Fees**

Superintendent Born explained to the Board that with the new building getting closer to being finished he would like them to start to consider how much they would like to rent that building out for. He explained that it will most likely have to be broke down by each room in the building. They should come to the next meeting with ideas on how that should look.

With Superintendent Born's recommendation, Trustee Dahle motioned to table the proposed changes and additions to the rates that is charged for renting the district facilities. Trustee Miller seconded. Passed 3/0.

### **Classified Wage Scale**

Director Holden explained the two options for the classified pay schedule changes. She explained that she thought the classified employees had really stepped up. She told the Board that many of the paraprofessionals

has been taking on substituting for teachers and she had felt that raising the pay scale would be another way to show the Board appreciates all their help.

Superintendent Born told the Board that the District was having a really hard time finding employees with the stimulus checks coming out. He and Eileen hopped that with upping the wages it may attract people who would like to work.

Trustee Miller motioned to approve the second proposed change to the classified wage schedule. Trustee Dahle seconded. Passed 3/0.

### **Request Contract for Trustee Rezoning**

With Superintendent Born's recommendation, Trustee Miller motioned to approve the request for the contract for trustee rezoning. Trustee Dahle seconded. Passed 3/0.

### **Board Training**

Superintendent Born explained that the Board should do training since there were current members who hadn't been a part of any in the past. He had someone in mind that he would like to get. He also told the Board that it would help the Board to review/revise their goals.

With Superintendent Born's recommendation, Trustee Dahle motioned to direct Superintendent Born to set up a board training as soon as possible. Trustee Miller seconded.

Passed 3/0.

### **Information Items**

#### **Pioneer Elementary Administrators Report**

Jill Patton reported that the Pioneer was getting ready to start the 5<sup>th</sup> grade science ISATS and that once those were finished, they would start with the other subjects. She told the Board that the 1 to 1 devices were making it a lot easier to complete all the testing. Patton reported that parent teacher conferences were later in the week, and she reported that the funding that was supposed to be provided by Katie Cooper for the GAGA ball pit had fell through, but the PTO had decided to pick up the cost. She also reported that PTO was starting to plan their Walk-a-Thon.

#### **SJSHS Administrators Report**

Russ Bradshaw reported ISATS were going fast. He reported that there were looking at finishing ahead of schedule if everything continued to go smooth. Bradshaw reported that he had his Region Principals meeting the week prior, and although not as many people had showed up as he had planned on, they were all excited to tour the new building. He reported that the SRO, Tyrell Penner, returned with all his certifications that he needed, and he was jumping right back in to the swing and that it was good to have him back. Bradshaw told the Board that Friday school kicked off last Friday. He was sad to inform them that only 4 students had showed up, but he was hoping that the information would get out and that they would have more students would take advantage of this opportunity.

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

Eileen Holden reported that she has been busy with webinars concerning the 3 ESSER funds. She explained that things are always changing with how the State Department of Education on how the money will come in and how to report it. The Governor suggested there would be 2 pots of money for learning loss that had to include K-4 learning loss that would require summer school with mandatory testing in September and December and a 5-12 learning loss with required summer school and mandatory interim ISAT testing. She reported that they have suggested several requirements, but they have not come out with any consequences for if those requirements are not met.

Director Holden told the Board that the State added another step on the career ladder which is used for funding teachers, but with all the criteria it would be very hard to track. She told the Board that she had also been recreating spreadsheets and have provided those to the SEA. She reported that she had also been a part of Leadore’s accreditation interviewing process. She said it was very interesting to see how they did it all online.

Director Holden told the Board to expect to either see a bid for a new van or pricing to rent a van when needed in next year’s budget. She had told the Board that Mark Austin, the transportation director, was concerned about the high miles and cost of maintaining the current van. She told the Board to be prepared for one or the other to come their direction within the next few months.

### **Superintendent’s Report**

Superintendent Born reported that last week the Superintendents in region 6 had a 3-hour meeting discussing all the “what if’s” with the legislature. He told the Board that he felt everyone needed to just take a step back and settle down until they know what is going to come of it.

Superintendent Born told the Board that he had just talked to Bobby about the 5–10-year maintenance plan. They were both pleasantly surprised at how much had been accomplished. He told the Board that sometimes it is hard to see how much has gotten done when every time you check something off you add three more things. Superintendent Born told the Board that the biggest goal was a new building eventually.

Superintendent Born reported that they would like to tear out the lockers in the high school. He told the Board that he a Bobby would like to start with the middle rows and eventually take out the ones along the walls. He told the Board that there was no longer an issue of tardiness from students forgetting things in their lockers. He said there were less fights, garbage, drugs, alcohol, and vapes because the students do not have a locker to hide them in. Superintendent Born told the Board that Bobby had added up the time it takes to clean that area during the summer, and he said that it would cut two weeks’ worth of cleaning off his staff. Superintendent Born told the Board that they would investigate installing a seating area where the lockers once were so that the students still had a place to go other than the commons area.

Superintendent Born told the Board that over the weekend some students had broken into the building and vandalized some areas. He told the Board that they did not do a lot of damage.

The Board expressed their concern and asked that if legal action was not taken then the administrators should provide consequences.

There being no further business, the meeting adjourned at 7:13 p.m.

\_\_\_\_\_  
Juniper MacFarlane, Vice-Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chaylin Farrand, Board Clerk

\_\_\_\_\_  
Date