

**Salmon School District #291  
Board of Trustees  
Regular Session Minutes  
March 19, 2018**

The meeting was called to order by Chairman Overacker at 5:30 p.m.

Present were Chairman Chuck Overacker, Vice Chair Juniper MacFarlane, Trustee Richard Natelson, Trustee Dorrie Prange, and Trustee Candace Burns. A quorum was present. Also present were Superintendent Chris Born and Clerk, Deb Cheney.

**EXECUTIVE SESSION**

Vice Chair MacFarlane motioned to move into Executive Session 74-206(1)d: To consider records that are exempt from disclosure as provided by law. The motion was seconded by Trustee Natelson. The following Board members voted to go into Executive Session: Chairman Chuck Overacker, Vice Chair Juniper MacFarlane, Trustee Dorrie Prange, Trustee Richard Natelson, and Trustee Candace Burns. Passed 5/0. The Board moved into Executive Session at 5:31 p.m. Director of Finance, Planning, and Program Evaluation, Eileen Holden, arrived at 5:42 p.m.

Discussion followed regarding possible expulsion of Student A.

The Board left Executive Session at 5:46 p.m.

**REGULAR SESSION**

The Board returned reconvened at 6:00 p.m. Chairman Overacker led everyone in the Pledge of Allegiance.

**CELEBRATION OF EXCELLENCE**

The Board celebrated the work and contributions of Jim Lund, Pioneer Elementary Teacher. Dr. Natelson read the following celebration. Jim Lund began his teaching career in Florence, Montana but after one year, he moved to Salmon and has been here ever since. He has taught in the Special Education Resource room at Brooklyn and the old Junior High, 5<sup>th</sup> grade at Brooklyn for twelve years. When the Junior High School closed he moved to 3<sup>rd</sup> grade at Pioneer Elementary where he has been ever since.

Mr. Lund was also involved in the installation of the first network and cable system at the Brooklyn School and ran wires through the crawl space at the Junior High School. He organized and ran the student council at Brooklyn and ran a basketball and soccer program during recess. He started an outdoor learning day called Pioneer Day that was used for twenty years at the 5<sup>th</sup> grade level. Mr. Lund received the Scripts Howard Teacher of the Year award for this part of the State in 2003-2004.

Mr. Lund is a very important piece of the Lighthouse Team, Student Lighthouse Team (which he ran until this year), 3-5 grade level RTI team, and he is a faculty representative

for the PTO. Mr. Lund is the facilitator for the District's Early Lighthouse Intervention para professional program doing the scheduling, tracking, and organizing.

Mr. Lund is probably the most organized teacher I have ever met. His students track their own data, always knowing where they are at academically. They have class meetings so they will know where they are at socially as well. The students know that there are very high expectations when they are in Mr. Lund's room and their expectation of themselves rises because of this. His students excel academically.

We are very fortunate to have Mr. Lund on our staff at Pioneer Elementary School. He is a teacher who makes a difference.

Chairman Overacker thanked Mr. Lund for his many years of teaching.

### **PUBLIC INPUT**

#### **Dave Gusby - School Security**

Mr. Gusby spoke about the importance of school security. He moved here from Colorado and the Columbine school shooting happened 1-½ miles from his home. He stated that it was a horrific day and still hurts even though it happened 19 years and 11 months ago. He stated that we need to do whatever we can to make our schools safe. He suggested that maybe we should take some levy money to hire a police officer. Mr. Gusby spoke about the need for drills. He wanted to give the Board the message that you don't want this to happen in Salmon and he hopes the Board will take it seriously.

The Board thanked Mr. Gussie.

#### **Judy Ward – School Safety**

Ms. Ward spoke about her concern for student safety. She stated that she and her children are scared. She felt that nobody is teaching safety in the school. She is hoping that students will receive training and that the school will have an officer in the schools.

The Board thanked Ms. Ward. Chairman Overacker stated that the schools are providing trainings and that lockdowns are practiced. The Board takes it very seriously. School safety is discussed at meetings and professionals have been brought in to check the schools. He asked Ms. Ward to please go to the source (principals, board members, etc.) for information. Chairman Overacker said that this isn't new, that we have had discussions and plans have been in place. Drills are practiced to identify problems. Chairman Overacker thanked Ms. Ward for her concern.

#### **Heidi Semmler - School Safety/SRO**

Ms. Semmler told the Board that she was not aware that the current SRO was funded by a grant. She feels an SRO is needed on school grounds at all times. School violence has become a reality and we need to keep our kids safe. It would be terrible if we were not prepared. She has been speaking with City Council and Police Department. We all need to come together to keep our kids safe.

The Board thanked Heidi for her input.

## **ACTION ITEMS**

### **Approve Agenda**

Vice Chair MacFarlane motioned to approve the March 19, 2018 Board Meeting Agenda, second by Trustee Burns. Passed 5/0.

### **Consent Agenda**

1. Meeting minutes of February 21, 2018
2. Personnel Recommendations
3. Treasurer's Report
4. Accounts Payable - February 2018

Trustee Natelson motioned to approve the Consent Agenda, second by Trustee Burns. Passed 5/0.

## **NEW BUSINESS**

### **Disciplinary Action (Student A)**

Vice Chair MacFarlane moved to allow Student A to come back to school with no further disciplinary action, second by Trustee Natelson. Passed 5/0.

### **Fund Raising - Quincey Kirkpatrick**

Miss Kirkpatrick addressed the Board. She stated that she is President of the sophomore class and the class would like approval to do several fundraisers.

She stated that Middle School students have not had any dances. The Sophomore Class thinks it would be fun to put on a dance, April 5<sup>th</sup>, for 8<sup>th</sup> graders. There would be a neon theme and the sophomore class would set up and clean up.

The class would also like to do the following fundraisers - Glow in the Dark Volleyball, they would like to sell water at the graduation ceremony, Kiss a Senior where they would sell candy kisses that would have a note attached to give to graduating seniors, and they would also like to paint and auction off parking spaces for seniors to make them feel special.

Mr. Owen stated that normally auctioning parking spaces was a Senior Class fundraiser, not a Sophomore Class fundraiser. Chairman Overacker stated that seniors have not come before the Board to request this fundraiser so the Board could possibly approve the parking space fundraiser for one year to see how it goes.

Vice Chair MacFarlane moved to approve the fundraising requests presented pending approval by the building principal, second by Trustee Burns. Passed 5/0.

### **High School Roof Repair Bids**

Superintendent Born recommended the Board accept Doug O'Myer Construction's bid. Vice Chair MacFarlane stated that originally there was discussion about a certain material being used for the repair. She asked if this was the same material. Mr. Born stated that the materials were slightly different and had different warranties. Doug O'Myer's roofing is seamless and they will give us extra material to repair minor problems. Down spouts are an issue and need to be redesigned so they drain outside of the building instead of inside.

Chairman Overacker added that the school roof can be inspected in ten years and if needed, another overlay at a can be added at a lower cost.

Trustee Burns moved to accept Doug O'Myer's bid for the repair of the Salmon Jr. Sr. High School roof, second by Vice Chair Macfarlane. Passed 5/0.

### **Negotiation Process**

With Superintendent Born's recommendation, Vice Chair MacFarlane moved to approve the opening of the negotiations with the SEA on April 4, 2018, at 5:30 p.m., second by Trustee Burns. Passed 5/0.

### **Safety Plan**

Superintendent Born reported that there were over 60 flyers printed and laminated to post by doors. Guy Bleisner, School Safety and Security Analyst contacted the District and offered to come through the schools to check for safety concerns. Board members reviewed Salmon School District's Safety Review Plan, which included the following:

1. All Exit maps for individual classrooms are to be updated annually and posted in classrooms.  
\*Current maps are being reviews for next year and adjusted.
2. All classrooms will have District approved drill language and procedures posted.  
\*They were posted the beginning of March.
3. Practice drills will include the following: Fire, earthquake, lock down, lock out, and will include non-standard scenarios (lunch time, recess, passing, etc.).  
\*Lockdown drills have been done in both buildings. Non-standard scenarios will occur prior to end of school year.
4. Yearly safety check of each school will be done by an outside source.  
\*State Office of School Safety and Security visited on February 27 & 29, 2018.
5. Yearly Safety Check Report will be disseminated with staff.  
\*Report returned to Superintendent Born on March 8. This information will be shared with staff by the end of March or first of April 2018.
6. Yearly consultation meeting between Salmon School District Superintendent Lemhi County Sheriff and Salmon Chief of Police (or their designee).  
\*Meeting occurred on March 13, 2018.
7. Visitor and Substitute designation procedures for each building reviewed annually.  
\*Currently being reviewed and updates will be in place by the start of 2018/2019 school year.

Superintendent Born stated that the County is looking at funding for an SRO position. We do not know exactly where funding will come from. Superintendent Ybarra suggested funding for School Resource Officers for 2019-2010.

Trustee Natelson stated that a good guy with a gun is better than none. If we use safety officers there should be two. He asked how we would fund officers in the schools. Natelson stated that teachers should be given the option to carry if properly trained on a regular basis. He has been in this situation. The only thing that is going to make a difference is someone to defend the students.

Superintendent Born stated that as the Board requested, he sent out a survey to certified staff. He provided copies to the Board. Overwhelmingly staff said no to carrying concealed firearms. Some wanted alternative methods such as pepper spray. There were interesting

comments from teachers. Vice Chair MacFarlane said that she would be open to a locked weapon box. She feels that would be a better solution.

Superintendent Born stated that he requested two SROs when talking to Kevin Felker (KV), Chief of Police. We typically look at police officers as coming to get us. We should have them in the schools to be our friends. Born asked KV if police officers could not only drive by our schools on a regular basis, but also come into the schools so students can meet them. Principal, Doug Owen stated that police officers should know every inch of our buildings. We need to improve.

Trustee Prange liked the idea of police in the schools so we can improve our students' perception of police. None of our schools were built with safety in mind. New school constructions are built with safety in mind.

Superintendent Born asked the Board to approve the Safety Plan put before them. Vice Chair MacFarlane asked for a school safety update at every meeting.

With Superintendent Born's recommendation, Vice Chair MacFarlane motioned to vote to approve the proposed safety plan and updates, second by Trustee Natelson. Passed 5/0.

Mr. Gusby stated he would like to offer suggestions regarding school safety to Administrators. Chairman Overacker told him he appreciated his offer and asked him to set up a meeting with Superintendent Born.

#### **Proposed School Board Policy Changes (Third Reading):**

- 4210 – Community Use of School Facilities
- 4210P – Non-School Building Use
- 4230 – Use of School Property for Posting Notices
- 4300 – Conduct on School Property
- 4500 – Public Gifts/Donations to Schools
- 4500R – Public Gifts/Donations to Schools (Regulations)
- 4510R – Public Gifts to Schools
- 5100 – Hiring Process and Criteria
- 5110 – Criminal History/Background Checks

Trustee Prange motioned to approve the third reading of changes to School Board Policies 4210, 4210P, 4230, 4300, 4500, 4500R, 4510R, 5100, and 5110. Trustee Burns seconded the motion. Passed 5/0.

#### **INFORMATION ITEMS**

##### **Pioneer Elementary Administrator's Report – John Hamilton, Principal**

Mr. Hamilton reported that Dinner and a Book was a great success again last week. There was a great turnout and ran out of pulled pork.

Laurie Dupree and Mr. Hamilton made two home visits last Friday to get to know a couple of students, their families, and to let them know they are working with the family as a team, with the best interests of the students in mind. The students and parents were very

receptive. The feedback was very positive. Mrs. Dupree is really promoting this and Mr. Hamilton thinks it will make a difference.

Mr. Hamilton stated that the hospital was in the school last week for vision and hearing screening. He stated that this is a great benefit they are providing for the Pioneer Elementary.

Mr. Hamilton reported that Guy Bleisner, School Safety and Security Analyst from the State, visited Pioneer Elementary School.

Mr. Bleisner suggested the following:

- Lock all but one door
- Adult identification method/check that ALL visitors are monitored.
- Students need hall passes
- Students should be trained on visitor policies
- Students are unmonitored between building
- Intercom does not reach all areas.

They also got confirmation that they are doing some things well, such as their outdoor area being properly supervised.

Mr. Hamilton reported that the Building Leadership Team will be meeting to review all of Pioneer Elementary School's procedures such as fire drill, evacuations, etc. They are collaborating to provide suggestions for any deficiencies.

They also did a lockdown drill last week with Tom Whitson and Chris Born present. It went well. Afterwards they debriefed with the staff.

Pioneer Elementary is celebrating AG week. April 2<sup>nd</sup> is Idaho Power Week, ISATs will begin April 9<sup>th</sup>, and IRI screenings will begin on May 5<sup>th</sup>.

Trustee Burns asked about attendance. Mr. Hamilton said it is picking up. There are 6-8 students checking out daily due to illness.

### **Salmon Jr. Sr. High School Administrator's Report – Doug Owen, Principal**

Mr. Owen told the Board he has been through significant school safety trainings that have provided good information. He said that studies show that the number one deterrent is a locked door.

Mr. Owen reported that Aida successfully completed a ten-performance run. Students and staff did a wonderful job. He has never had a campus that equaled what we have here. A thousand seats were sold to the play. There were great performances. He told the Board that a number of students and staff were leaving that evening for Europe. It is Ag week. People will be giving presentation in 3<sup>rd</sup> hour on Wednesday. At 11:00 there will be assembly for Ag Week. Thursday at 10:00 is the film festival Mr. Pace is putting together.

Mr. Owen stated that he was looking at safety plans even before the Florida shooting. He was thrilled to have Guy Bleisner walk the halls at Salmon Jr. Sr. High School. He was the only person in the building who knew Mr. Bleisner was coming. There were several staff members who asked for identification. Someone went to Mr. Tarkalson about a strange man in the building. A student also pointed out the stranger who was in the building.

At SJSHS's faculty meeting they reviewed all elements of their security procedures. They carried out a lock-down drill that was previously planned that afternoon, and then encouraged open dialogue between teachers and staff about the drill. They feel it was successful as it provided them with information for improvements. One area of needed improvement was a method to communicate with staff members. They had been using their all-call system to notify a lock down but added text to notify those they knew were unable to hear the other system. They are now using an app called *Remind*. They also found that some personnel do not have proper keys. They identified areas that they can make more secure, including classrooms, and other general access areas.

Mr. Bleisner provided Mr. Owen with an extensive checklist of times to work on ranging from securing the building to supervision of students during passing times, etc.

#### **Director of Finance, Planning, and Program Evaluation Report – Eileen Holden**

Director Holden told Board members that the day they did the lockdown she was at Alternative School and was not notified. This was another problem area that was identified. She reported that she has been very busy providing services to students in Juvenile Detention, and attending out of town trainings and meetings. This in addition to her other job duties as a teacher and Director of Finance. The next training she will be attending is the Financial Review Legislative Roundup. She recently sent out paperwork to staff to see if they plan on staying on as an employee or if they plan on leaving the District.

#### **Superintendent's Report – Chris Born**

Superintendent Born has asked Jeanie Gentry at Steele Memorial Hospital to reserve their conference room for April 19<sup>th</sup> at 6:00 p.m. for the Piper Jaffray meeting.

He reported that there was a 79% approval rate for levy. He expressed his appreciation to the community for their support.

He noted that there are a few teachers who are retiring this year.

Superintendent Born approved the Senior Sneak at Silverwood on Tuesday, May 29, 2018, as the students will need to travel out of state to get there. It is not an overnight stay, although it will be a long day.

There is news from OCR on Salmon Schools website. The District received an e-mail stating that recently, the Office for Civil Rights revised its Case Processing Manual which affected certain website accessibility cases. There will be fewer specific actions, though they will continue to require the website be accessible to persons with disabilities. Born reported that we still need to make the necessary changes to our website but there may be fewer deadlines and requirements.

Superintendent Born stated that school security and safety will continue being a topic.

Chairman Overacker thanked everybody for their work on the levy. He took it as a compliment and as vote of confidence from the community.

There being no business the meeting adjourned at 7:46 p.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