

**REGULAR BOARD MEETING MINUTES**  
**September 25, 2012**

**I. CALL TO ORDER**

The Regular Meeting of the Board of Trustees of Moscow School District No. 281 is called to order at 7:01 PM, September 25, 2012 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting is held in the Music Room at Moscow Middle School, 1410 East D Street, Moscow, Idaho.

**II. DETERMINE QUORUM**

The Chair asked the clerk to determine if a quorum of the Board is present. The clerk responded that five trustees are in attendance and a quorum is present.

Trustees present are Dawn Fazio, Chair, Zone 4, Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, Aleisa Barber, Zone 2 and Margaret Dibble, Zone 5.

The staff members present are Dale Kleinert, Superintendent, Kevin McDonough, Director of Special Services/Human Resources, Deb Adair, Business Manager/Treasurer, Sarah Hanchey, Curriculum Director and Angie Packard, Board Clerk.

The agenda was presented and approved by unanimous consent.

**III. APPROVAL OF MINUTES**

The following minutes are presented for approval: Regular Board Meeting, August 28, 2012.

**RESOLUTION 13-28**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the August 28, 2012 Regular Board Meeting, as corrected.

Barber moved the Board approve Resolution 13-28, seconded by Dibble. There were corrections noted. The motion carried 5-0-0.

**IV. GOOD NEWS, ANNOUNCEMENTS OR PRESENTATIONS**

- A.** Mary Karin Miller expressed her thanks for another successful school supply collection to benefit our sister city Villa El Carmen in Nicaragua. She also gave special thanks to Lee Anne Eareckson, MHS; Kevin Hill & Craig Allen, MMS, for coordinating their locations and Rick Markley, for transporting all the elementary collections. Most of all, thank you to the teachers and students who make this all possible.
- B.** Ed Norman, principal of Russell Elementary, reports that the students commemorated 9/11 Patriot Day with a short assembly.
- C.** Congratulations to MHS senior, Isaac Berger, for being named a semifinalist in the 2012 National Merit Scholarship competition.
- D.** Thank you to Eagle Scout Walter St. Pierre for the fabulous new outdoor classroom, with wooden benches and table set upon gravel under a grove of trees that he completed for McDonald Elementary.

- E. Congratulations to Jessica Shawley, Moscow Middle School P.E. teacher, for her successful grant application to Funds for Fuel Up to Play 60, through the Idaho Dairy Council, in the amount of \$3000, to be used to create healthier students and healthier schools.
- F. Through the leadership of Mimi Pengilly, Director of Student Nutrition Services, the Moscow School District utilized the USDA Summer Food Program this year to provide free lunch meals to children between the ages of 1 to 18 where a total of 4484 meals were served. Adults could purchase a meal for \$3.75 and 288 meals were served. The Summer Food program was a great success!
- G. **PRESENTATION: Beginning of the Year Reports** – Each principal gave a brief report on the beginning of school. Kendra McMillan reports that Lena welcomed 261 students, K-5. Also new this year is an on-site K+ Program which is very exciting and there are currently 17 kindergarten students enrolled. With the reconfiguration changes, music and P.E. will now be offered to kindergarten students for 20 minutes every day. She thanked the Board for providing dedicated days in the calendar for data analysis. Bill Marineau reports that West Park has 173 students in grades K-2. Also, the moving of the kindergarten classes from the UI campus has been positive and is going well. West Park also has some new playground equipment that was installed over the summer. Additionally, the Back to School Picnic/Open House was a success. He also likes the time for teachers to analyze data which was very productive for grade level teams to help focus on the needs of each student. Cindy Bechinski started her report with a duck call. McDonald has 376 students, K-5, along with 25 preschoolers. She is very thankful for the additional space that was created when the 6<sup>th</sup> grade moved to the Middle School but she does miss them. There are several activities coming up that include the annual Monster Mash and Turkey Trot. She is looking forward to a fabulous year. Ed Norman reports that two-thirds of Russell's students are new to the school as the reconfiguration changed them from a 4-6 to a 3-5 grade school. He thanked the Board, Mr. Kleinert and all who were involved in making this reconfiguration a reality. He said that the Open House/Picnic went well and there were lots of 3<sup>rd</sup> graders and their parents in attendance. Russell also replaced their old playground equipment with new this summer. One of the events that works well for Russell is the Book Fair/Ice Cream Social which encourages the younger students to get involved in reading. He also thanked Mr. Celebrezze for the teacher training class that is offered at the high school that enables students to come to Russell to help out in classrooms for a class period. Norman then switched hats to give a report on Paradise Creek Regional High School. He noted that this alternative school is for the entire county of Latah, not just the Moscow School District. He is very thankful to have been given the opportunity to add a 1.0 FTE teacher for math and science. Also, the schedule has been changed to four periods which enables them to offer 16 credits. He stated that the Open House is tomorrow night beginning with a BBQ at 5:30 and invited the Board to attend. Kevin Hill then reported on Moscow Middle School by thanking Mr. Kleinert for making his school a true middle school by adding the 6<sup>th</sup> grade and moving the 9<sup>th</sup> grade to the high school. There are currently 204 6<sup>th</sup> graders enrolled which necessitated the hiring of an additional teacher. Science Camp is in full swing and has been a great experience. Hill also said that there are around 150 7<sup>th</sup>/8<sup>th</sup> graders involved in activities. He thanked the grounds crew and Lorne Barr for the hard work that was completed over the summer. He stated that all the lockers have been replaced with “in the door” locks so padlocks are no longer needed and they look great. Bob Celebrezze reported that he is proud to be the principal at MHS and is also appreciative of Mr. Kleinert's leadership and the volunteer leadership of each board member. He stated that there are 733 students enrolled, of which 191 are 9<sup>th</sup> grade. He spoke on the graduation

rate of 96% which is the highest in Idaho. MHS also scored well above the mean on the SAT test. He further noted that there are over 70 students taking dual credit courses.

Fazio thanked each principal for being here and for all of the hard work that was involved in the changes that took place due to the reconfiguration.

Kleinert then spoke on the process that was involved with the changes that needed to be addressed due to the smoke that has disrupted activities and classes over the last two weeks. He noted that Allen Green has made arrangements for the football game on Friday to be played in the UI Kibbi Dome because of continued smoke concerns.

- H. INFORMATION: Long Range Facilities Planning** - Dale Kleinert began this report by showing a PowerPoint presentation. He stated that at the regular board meeting in June the Board directed him to begin the dialogue with the City to propose offering the use of the Joseph Street property along with the possibility of gaining property expansion options at West Park School. A proposal was presented with the offer of the land to develop playfields and the request to expand the West Park property with the City was delivered to the City on July 19.

The Board invited the City to respond to the proposal which they did on September 19. The response from the City rejected the West Park exchange proposal, but offered to develop the Joseph Street property. In order to gain bonding capacity, the response from the City indicated that they would need to resolve property interest through City ownership, partial ownership or significant long-term lease through a City sponsored Bond election that would happen at a later time after all of the legal details were resolved. Kleinert stated that he understands the need for the City to resolve property interest before proceeding to gain the capital funding for a project on land that they do not own. The process is complex and needs additional explanation. If the Trustees were to enter into some kind of a significant property lease and/or sale of the land to the City, the City would then need to gain funding for playfields through a bond election that would end up on a City election ballot at a date to be determined. Kleinert said it is important to remember that a large number of Moscow School District students and their families live outside of the city limits, and they would be excluded from a city election and not have the right to vote on an issue that directly involves the school district. Kleinert cautioned that this type of arrangement could be in conflict with Moscow School District patrons who should have the opportunity to take part in large decisions such as this that would affect their children's educational facilities now and into the future.

Kleinert stated that the City Council deliberated at length last week to provide the District with a thoughtful response and Moscow City staff worked diligently to provide the best recommendation to the council that they could. Kleinert reported that he greatly enjoys working with everyone at the city and believes they feel the same. Kleinert attended the council meeting where the City response was drafted, as did Trustee Margaret Dibble, and each council member passionately advocated for children and worked hard to respond to the District's proposal. They have always supported the efforts of the Moscow School District and Kleinert knows they are sincere in their work. Kleinert then went on to say that he would like to propose a second recommendation before the Board responds to the City's response that has great promise to be a winning combination for everyone.

Kleinert said his involvement in renovations for the school district began during his interviews for the superintendent position. It was noted that the headline in the Daily News

that wrote about his Superintendent interview said, "District renovation Kleinert's First Order of Business." When he began working in the new superintendent position, he also immediately began a series of physical audits that included roof and boiler studies, asphalt tests, and energy and other audits that were described in tonight's presentation. The Trustees then made a goal of assembling a long-range facilities task force to review and put priorities into place. Kleinert noted the plan that was just reviewed is well researched and documented. During the first month in his new job, visitors including the Mayor, most of the City Council members, City staff, Moscow School District staff, Latah County Commissioners, Moscow Baseball Association and Chamber of Commerce Board members, Bear Boosters advocates, and U-Cities Soccer and Thrasher Football representatives, came ready to talk about and advocate for the development of Joseph Street. Kleinert noted that at one point, someone actually came to him who thought that trading the Oylear property for a part of the Joseph Street field would be a great move for the District and turned into a very interesting conversation when the well-meaning person learned that the District already owned the Oylear property.

Kleinert said he continues to have construction company owners tell him they have their dozers and graders, electricians and sprinkler installers ready to move onto the property immediately to get the work completed for our kids. They not only said those things, but the Moscow Baseball association opened up their checkbook and dedicated \$50,000 to the project if we could just get it started.

Kleinert stated that the Board doesn't need him to tell them how passionate our community is about our kids. They all know how the community advocates for their children and the education that we so proudly provide each and every day. The Board has been so supportive as parents of children who have been involved in activities over the years, and have listened and learned during the public comment sections of the agenda over the past few months on how much it means to give our students the benefit of not only the best we can give in the classroom, but also on the playfield for their physical well-being.

Kleinert went on to state that the Moscow School District takes great pride in doing the best it can to maintain our physical facilities with the resources available. It is time to go to the next level and provide our children with improved plumbing and rooms where they don't have to wear coats if they sit by the windows in the winter. No capital renovations have been made to our school buildings since 1991. The last building bond was laid to rest and paid off by our community in 2005 which reduced property taxes for everyone in the District. It is now time for us to take care of our children with some critically needed renovation work. We need to give them toilets that aren't considered third world, we need to give them Science rooms that are safe and we need to develop and provide adequate outdoor and indoor physical education facilities that prove we are invested in a society that embraces healthy physical activity and decreased childhood obesity.

Kleinert further noted that there has been considerable talk about joint workshops to talk about what to do. We own the land that is waiting for us to give to our children as an incredible gift and we don't have to sell it or enter into significant long-term leases to make it happen. We have a community that is passionately invested and he stated that he is thankful that multiple City Council members indicated that they are also dedicated to our children and their physical health. Many community stakeholders are energized by the possibility of more places for us to provide physical education opportunities for their children to stay fit and now is the time to make it happen. If the Board takes action on this recommendation as the right

thing for the children of the Moscow School District, the conversation and workshops are just beginning. We will need to involve and embrace every stakeholder in the community because this proposal is huge and it will leave a great legacy for our children. If approval of this recommendation is to go forward and ask for our community support for improved facilities and additional playfield space, approval of our stakeholders is also needed in order to finance the renovations and improvements that our children need so badly. Because of legislative mandated election consolidation, only four opportunities each year that are available to hold school elections of any type. As the August date has passed, the November date is approaching too soon and the March 2013 date is during our spring break, it appears the best date would be May 21, 2013. Kleinert will therefore recommend later this evening during the business portion of this meeting that we move ahead with the date of May 21, 2013 to ask the stakeholders of this community to provide the resources so that the Moscow School District can renovate the district's schools as recommended by the Long Range Facilities Task Force and include improvements to the Joseph Street field.

Since he is giving this report now, there are people here who will be waiting to see how we would make all of this happen. Kleinert then recommended activities and timelines that would enable us to meet this goal, following Board action, if approved by resolution later this evening that would go into immediate motion:

1. Call together a subcommittee of the Long Range Task force to offer a specific recommendation and cost proposal to include for physical improvements that would take place on Joseph Street. Kleinert would chair the committee and ask Lorne Barr, Greg Papineau, Dale Graden, Susan Steele, Bob Celebrezze, Matt Foss and Allen Green to bring a recommendation to the Trustees at the December Board meeting. A meeting schedule would be placed on the calendar following tonight's Board action.
2. Immediately put out a request for proposals for engineering services to validate the estimated construction costs for renovation and improvements as outlined by the Long-Range Planning Task Force. A different Long-Range Planning Task Force sub-committee would again convene. Kleinert would also chair this committee and ask Task Force members Deb Adair, Todd Kimsey, Bill Belknap, Bill Marineau and Lorne Barr to serve. Again, a meeting schedule would be placed on the calendar following tonight's Board action.
3. Deb Adair would immediately schedule financial presentations from school bonding agents to provide the District with the best financial advice possible with information to be available to the trustees in October and/or November.
4. It will be critically important to provide a transparent and open input process during all upcoming regular Board meetings. Additional time on the agenda for information and public input specifically related to the renovation and improvements of the District's facilities and playfields is highly recommended. Even though we have talked about the need to renovate and improve our facilities for many years, it will be critically important to listen to, and provide all related information to each of our stakeholders.
5. In January, with all of the needed information in place, Kleinert will make a final recommendation to the Board regarding specific costs, project details and other information needed for formal action and resolution by the Board that would finalize a plant/facilities renovation ballot amount and additional financial impact information to taxpayers in the Moscow School District.
6. Following action and resolution in the January board meeting, multiple community presentations would occur. In addition, pamphlets, web information, newsletters, photos, videos, news releases and other information would be published and presented throughout

the community. Board meetings would also have extended time for information and questions related to the May 21, 2013 election date.

Kleinert then ended his report by noting that there is no doubt in his mind that this is a huge, but incredibly positive and important project for the Moscow community. A renovation and improvement project is exciting and we have a community that is ready for this challenge.

#### **I. Public Comments**

1. **Kevin Hill**, MMS Principal, first said that it was a nice presentation. He thanked the Board and Mr. Kleinert for their vision and that the impact of this change is huge. He stated he is very proud to be part of this District and there is a need for improvements to the District's properties and facilities.
2. **Greg Papineau**, Moscow Baseball Association, said that about 8-10 days ago there was some talk about the workshop between the City and the District, which isn't going to be happening and that the majority of people here are in support of ball fields and were going to encourage the District to participate in the workshop. He noted he is in agreement with Kim Campbell about the needs of the district and that it is a big deal. Told Kleinert he did a good job on the presentation.
3. **Wayne Krouse**, Moscow City councilman, stated that this is his personal opinion and thanked the Board for all they do as it is often a thankless job. He is proud of our school district and thanked Kleinert for all his work and the great presentation. He then spoke about his background with the school district. He did note that ball fields have been discussed for the last three to four months and stated he felt disappointed with all the time and effort that has been put in this issue. He is looking forward to seeing Dale's proposal.
4. **Cindy Bechinski**, Principal at McDonald, said it is time to redo all our facilities and ball fields but it's more than just ball fields. It is not right to have buildings in this condition for our children. She stated she is really excited about this project.
5. **Kendra McMillan**, Lena Principal and parent of children in the District stated that there have been sixty good years for Lena but it is now time to fix all of our facilities. She further stated that the children and staff deserve more up to date buildings and ball fields. She would fully support a bond election.
6. **Karen Jennings**, parent of a senior at MHS, stated she cares about this community and that her daughter has received an excellent education here. She also remembers when the district tried to pass a facilities bond in 2005 that was considerably higher. She further stated that this is really needed and is supportive of a bond election and would be willing to help.
7. **Allen Green**, MHS Assistant Principal/Activities Director, said he proud to be here at MHS and noted that most of his job is supervising athletic events and when he goes to other states and sees their facilities, he sees the need for Moscow to improve what they have and is fully supportive of a bond election also.
8. **Lori Lewis**, community member, stated that while she appreciates what Kleinert presented and would support a bond election, she feels that the ball fields need to be taken out of the equation and let the city help the district develop the ball fields.
9. **Erik Perryman**, MHS Assistant Principal, stated that he wanted to echo what Mrs. McMillan has stated. He is fully in support of a bond election, not only as an administrator but as a parent as he has two small children who will be in the district soon.
10. **Bob Celebrezze**, MHS Principal, stated that facility needs have been put off far too long and some have become dangerous for our students. Also, the Joseph Street property is a school district asset and should be considered in any bond election.

11. **Ed Norman**, Russell Elementary & PCRHS Principal, stated he has two high school kids that need to be bused from a downtown high school to a field to take P.E. and has an issue with this. He also said it is tough for a high school to call a middle school gym “theirs”. He, as an administrator, invites everyone to come use your nose at Russell in the urinals as they can no longer be cleaned properly.
12. **Bill Marineau**, West Park Principal, said he has had opportunities to work with the city, and hopes that the city will embrace the District’s proposed bond election and help get the job done. He also thanked Mr. Kleinert for his bold leadership.
13. **Mary Gresch**, community member, said she is here in support for the ball fields and the science labs. She also said that the ball fields can be a significant part of this bond and we all need to be on the same side and support each other.
14. **Ladene Edwards**, Lena music teacher, stated that she knows that this will come out negative and she believes renovations are needed but her concern is with putting the ball fields in the bond. She feels we are looking at two different things and does not feel that the District’s educational job is to provide ball fields for the city.

Fazio stated that we have spent the last half hour listening to public comments and thanked everyone for their comments and passion for the children in our community.

**Wendy Thompson** then asked if she could make a comment. Fazio gave her the floor. **Thompson** then went on to state that she understands both sides of this issue, from her involvement in Cal Ripkin baseball and her job as a teacher for the district. She felt she needed to say that the presentation was great and that she gets nervous with the lack of ball fields for various activities and as a teacher she understands the need for renovation of our facilities. She also stated that she is nervous about having the ball fields in the proposed bond.

**V. CONSENT AGENDA:** All items appearing under this heading will be acted upon by one motion, without discussion. Should any Trustee or other person request that any item be considered separately, that item will be added to the end of the regular agenda.

**A. Fiscal Services**

1. Board Audit of Expenditures

Payroll, August Net Payroll	\$ 707,804.18
Payroll Withholdings: Benefits / State Tax / Federal Tax	\$ 718,742.09
Accounts Payable, August Bill List	\$ 229,892.79
<b>TOTAL BILLS and PAYROLL</b>	<b>\$ 1,656,439.06</b>

All funds have been expended consistent with adopted budgets and applicable rules and regulations.

**B. Donations**

1. Thank you to Schweitzer Engineering Laboratories employees, Dave Weaver and Neal Goodwin, for coordinating the donation of three desktop computers to the Moscow Mentor/Bear Buddies program.
2. Thank you to Linda Davis, Territory Development Manager for Office Depot, for the generous donation of fifty book bags with pen pouches & supplies which will be distributed to our four elementary schools.
3. Thank you Decagon Devices, through the Dixon family, for their donation of \$900 for the purchase of two iPads to use in Lena Whitmore’s Gifted/Talented program.

4. Thank you to Decagon Devices Board of Directors, via Stacy Day, for their incredible donation of \$1500 to Lena Whitmore to be used towards the purchase of Renaissance Place, an online version of Accelerated Reader and Accelerated Math.
5. Thank you to David & Deb Smith for their recent donation of \$20 to the Moscow Middle School art program.
6. Thank you to the MHS Class of 1987 for their generous donation of \$1362.79 to help fund the music program for sixth graders at Moscow Middle School.
7. Thank you to Cheri Chase, Idaho Dairy Council Communication Director, for the grant of \$3000 from the Fuel Up to Play 60 program, to benefit the Physical Education program at Moscow Middle School.
8. Thank you to Lynne McCreight for her generous donation of \$300 to help fund the art program at Moscow Middle School.
9. Thank you to Decagon Devices for their generous donation of \$1000 to help fund the MOSS Science Camp for the sixth grade class at Moscow Middle School.
10. Thank you to Mary Gregory, Nazarene Church Women's Ministries, for adopting West Park as a community outreach partner and donating snacks and Keurig coffee refills for the staff.
11. Thank you to the Moscow Walmart employees for their donation of bulletin board trim and award stickers to be used with students at West Park Elementary.
12. Thank you to the members of the Sons of Norway for the box of high quality backpacks and school supplies donated to West Park Elementary for those students who are less fortunate.

### **C. Administrative/Human Resources**

#### **1. Certified – Hires**

Law, Deidra, Teacher, Grade 6, MMS, 1.0 FTE, effective 9/4/12.

#### **2. Certified – Stipends**

##### **Miscellaneous**

Fehrenbacher, Anna, Teacher, Grade 3, McDonald Elementary, \$500 stipend for managing and updating the school Website, effective 10/25/12.

Hudelson, Eric, Teacher, Grade 6, MMS, \$2,254 stipend for being a Fall 2012 Driver Education instructor, effective 9/1/12.

Jensen, Carolyn, Teacher, Special Education, Russell Elementary, \$825 stipend for summer work on a legal case, effective 9/1/12.

Jensen, Carolyn, Teacher, Special Education, Russell Elementary, \$1,702 stipend for being a Fall 2012 Driver Education instructor, effective 9/1/12.

Mikolajczyk, Kim, Counselor, McDonald Elementary, \$750 stipend for assisting the principal in coverage and/or leadership as needed, effective 10/25/12.

Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, \$404 stipend for in-building Tier III Problem Solving Training, effective 10/25/12.

##### **Go To Building Mentors**

Blount, Pat, Teacher, Physics/Math, MHS, \$300 stipend for being a Go to Mentor for the building, effective 9/1/12.

Faircloth, Cyndi, Teacher, PCRHS, \$300 stipend for being a Go to Mentor for the building, effective 3/1/13.

Golightly, Kari, Teacher, Social Studies, MMS, \$300 stipend for being a Go To Mentor for the building, effective 3/1/13.

Johnson, Denise, Teacher, Grade 1, McDonald Elementary, \$150 stipend for being a Go To Mentor for the building, effective 3/1/13.

Mundell, Janet, Speech Language Pathologist, McDonald Elementary, \$150 stipend for being a Go To Mentor for the building, effective 9/1/13.

**National Board for Professional Teaching Standards**

Aiello, Rachel, Teacher, Special Education, MMS, \$2,000 stipend, effective 9/1/12.  
Maxwell, Lori, Teacher, Grade 4, Lena Whitmore Elementary, \$2,000 stipend, effective 9/1/12.  
McMurtry, Amy, Teacher, Art, MHS, \$2,000 stipend, effective 9/1/12.  
Mock, Judy, Teacher, Grade 5, Lena Whitmore Elementary, \$2,000 stipend, effective 9/1/12.  
Nelson-Price, Rebecca, Teacher, Language Arts, MMS, \$2,000 stipend, effective 9/1/12.  
Shawley, Jessica, Teacher, PE/Health, MMS, \$2,000 stipend, effective 9/1/12.  
Tribelhorn, Brenda, Teacher, Special Education, MMS, \$2,000 stipend, effective 9/1/12.

**Insurance Committee Meeting, August 2012**

Heidelberger, Betty, Counselor, Lena Whitmore Elementary, \$62.50 stipend, effective 9/1/12.  
Hudelson, Eric, Teacher, Grade 6, MMS, \$62.50 stipend, effective 9/1/12.  
Jensen, Carolyn, Teacher, Special Education, Russell Elementary, \$62.50 stipend, effective 9/1/12.  
Jessup, Patricia, Teacher, Special Education, MHS, \$62.50 stipend, effective 9/1/12.  
Parce, Jerri, Teacher, Grade 6, MMS, \$31.25 stipend, effective 9/1/12.

**Math School Improvement Workshop for Russell Elementary**

Amell, Denise, Teacher, Grade 4, Russell Elementary, \$100 stipend, effective 10/1/12.  
Assefi, Homa, Teacher, Specialist, Russell Elementary, \$100 stipend, effective 10/1/12.  
Bledsoe, Michelle, Teacher, Special Education, District-wide, \$100 stipend, effective 10/1/12.  
Cowley, Amy, Gifted Talented Facilitator, Russell and McDonald Elementary schools, \$100 stipend, effective 10/1/12.  
Curnes, Kris, Teacher, Grade 3, Russell Elementary, \$100 stipend, effective 10/1/12.  
Hill, Cherisse, Teacher, Grade 3, Russell Elementary, \$100 stipend, effective 10/1/12.  
Jensen, Carolyn, Teacher, Special Education, Russell Elementary, \$100 stipend, effective 10/1/12.  
Samson, Cindy, Teacher, Grade 5, Russell Elementary, \$100 stipend, effective 10/1/12.  
Wyatt, Debby, Teacher, Title I, Russell Elementary, \$100 stipend, effective 10/1/12.

**3. Classified – Hires**

Adams, Michelle, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, 3.75 hours/day, effective 9/6/12.  
Alsterlund, Ashley, Food Service Worker, MHS, 3 hours/day, effective 8/29/12.  
Baldwin, Sapphire, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, 3.75 hours/day, effective 9/7/12.  
Cook, Amanda, Instructional Assistant Paraprofessional, Special Education Program, MHS, 7.25 hours/day, effective 8/27/12.  
Eisele, Deanna, Instructional Assistant Paraprofessional, Direct Services, Special Education Program, District-wide, 7.25 hours/day, effective 9/13/12.  
Foutch, Kelli, Instructional Assistant Paraprofessional, Special Education Program, MHS, 3.75 hours/day, effective 9/18/12.  
Harris, Kris, Instructional Assistant Paraprofessional, Math Intervention, McDonald Elementary, 3.75 hours/day, effective 9/4/12.  
Hudson, Phyllis, Instructional Assistant Paraprofessional, Special Education Program, MHS, 7.25 hours/day, effective 8/27/12.  
Kozlowski, Tammi, Aide, Lena Whitmore, 3 hours/day, effective 8/29/12.  
Lair, Lyle, Bus Driver in Training, Transportation, effective 8/23/12.  
Machado, Kiley, Instructional Assistant Paraprofessional, Special Education Program, Lena Whitmore Elementary, 3.75 hours/day, effective 9/10/12.  
Mendy, Cody, Group Leader, Adventure Club, 3 hours/day, effective 8/29/12.  
Modine, Gary, Bus Driver in Training, Transportation, effective 9/17/12.  
Nathan, Kari, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, 3.75 hours/day, effective 9/10/12.  
Plass, Alan, Bus Driver in Training, Transportation, effective 8/23/12.  
Potratz, Ellen, Choral Accompanist, MHS/MMS, effective 9/4/12.  
Struble, Susan, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, 6 hours/day, effective 9/7/12.

Suggs, Heike, Food Service Worker, Russell Elementary, 4.5 hours/day, effective 8/29/12.  
Watson, Kelly, Instructional Assistant Paraprofessional, Reading Intervention, McDonald Elementary, 3.75 hours/day, effective 9/4/12.\

White, Peter Troy, Bus Driver in training, Transportation, effective 8/23/12.

***MHS Student Employee Hires:***

Clarkson, Michelle, Kitchen Helper, MHS, .5 hours/day, effective 8/29/12.

Fowler, Andy, Kitchen Helper, MHS, .5 hours/day, effective 8/29/12.

Knock, Jacy, Kitchen Helper, MHS, .5 hours/day, effective 8/29/12.

**4. Classified - Changes/Increase/Decrease**

Durham, Jessica, Aide, K+ Program, West Park Elementary, transfer to Instructional Assistant Paraprofessional, K+ Program, West Park Elementary, 4.5 hours/day, effective 8/29/12.

Rose, Chelsea, Instructional Assistant Paraprofessional, Special Education Program, MHS, increase from 3.75 to 7.25 hours/day, effective 8/27/12.

Schemmer, Shellie, Bus Driver, Transportation, change from substitute to route driver, effective 8/29/12.

Schierman, Cassie, Instructional Assistant Paraprofessional, Title I Program, District-wide, increase from 3.75 to 7.25 hours/day, effective 8/29/12.

Snider, David, Bus Driver, Transportation, change from substitute to route driver, effective 8/29/12.

Stevenson, Heather, Instructional Assistant Paraprofessional, Special Education Program, MHS, transfer to Instructional Assistant Paraprofessional, Special Education Program, Lena Whitmore Elementary, 3.75 hours/day, effective 9/10/12.

**5. Classified - Stipends**

Morgan, Shelli, Custodian, MMS, \$435 stipend for being a custodian lead for the summer cleaning crew, effective 9/1/12.

Neely, Kaci, Custodian, West Park, \$435 stipend for being a custodian lead for the summer cleaning crew, effective 9/1/12.

Van Houten, Tammy, Custodian, MMS, \$435 stipend for being a custodian lead for the summer cleaning crew, effective 9/1/12.

**6. Classified - Resignations/Terminations/Retirements**

Brocklesby, William, Bus Driver, Transportation, effective 8/22/12.

McQuide, Jonette, Instructional Assistant Paraprofessional, Special Education Program, MMS, effective 8/22/12.

Newberry, Dale, Bus Driver, Transportation, effective 10/10/12.

**7. Extracurricular - Hires/Rehires/Changes/Transfers/Resignations/Terminations/Retirements**

**Volleyball – MMS Hires**

Ratliff, Brittany, Assistant 7/8<sup>th</sup> Grade Volleyball Coach, MMS, effective 9/5/12.

Woodard, Kayla, Assistant 7/8<sup>th</sup> Grade Volleyball Coach, MMS, effective 9/5/12.

**Cheerleading - MHS Hires**

Anderton, Katelyn, JV Cheerleader Coach, MHS, effective 9/5/12.

Fitze, Alexis, Head Varsity Cheerleader Advisor, MHS, effective 9/4/12.

**Activities Workers – MHS/MMS Hires**

Behre, Thomas, Activities Worker, MHS, effective 8/23/12.

Davis, Debbie, Activities Worker, MHS/MMS, effective 8/24/12.

Fladager, Donna Kay, Activities Worker, MHS/MMS, effective 8/24/12.

Gadwa, Kelly, Activities Worker, MHS/MMS, effective 8/24/12.

Gadwa, Lisa, Activities Worker, MHS/MMS, effective 8/24/12.

Helbling, Phil, Activities Worker, MHS/MMS, effective 8/24/12.

Herrenbruck, Adam, Activities Worker, MHS/MMS, effective 8/24/12.

Herrenbruck, Brad, Activities Worker, MHS/MMS, effective 8/24/12.

Hoogsteen, Sam, Activities Worker, MHS/MMS, effective 8/24/12.

Hudson, PJ, Activities Worker, MHS/MMS, effective 8/24/12.

Legol, Val, Activities Worker, MHS/MMS, effective 8/24/12.

Molsee, Barb, Activities Worker, MHS/MMS, effective 8/24/12.  
O'Connor, Kristen, Activities Worker, MHS/MMS, effective 8/24/12.  
Smithee, Jeremy, Activities Worker, MHS, effective 8/23/12.  
Stevenson, Heather, Activities Worker, MHS/MMS, effective 8/24/12.  
Thornton, Mary Ann, Activities Worker, MHS/MMS, effective 8/24/12.  
Wear, Cael, Activities Worker, MHS, effective 8/23/12.  
Wear, Mike, Activities Worker, MHS/MMS, effective 8/24/12.  
Wolcott, Mica, Activities Worker, MHS/MMS, effective 8/24/12.

**Activities Workers – Resignations/Terminations/Retirements**

Gamble, Crystal, Activities Worker, MHS, effective 8/24/12.  
Humble, Deanna, Activities Worker, MHS/MMS, effective 9/14/12.  
McCabe, Cyndie, Activities Worker, MHS/MMS, effective 9/14/12.  
Paul, Megan, Activities Worker, MHS/MMS, effective 8/24/12.  
Thornton, Christina, Activities Worker, MHS/MMS, effective 9/14/12.  
Thornton, Kevin, Activities Worker, MHS/MMS, effective 9/14/12.  
Tunncliff, Judy, Activities Worker, MHS/MMS, effective 9/14/12.

**Volunteers – MHS/MMS**

Allen, Hayden, Cross Country Volunteer, MHS, effective 9/13/12.  
Behre, Thomas, Football Volunteer, MHS, effective 8/23/12.  
Bice, Trent, Boys Soccer Volunteer, MHS, effective 8/30/12.  
Hoggatt, Samuel, Cross Country Volunteer, MHS, effective 9/5/12.  
Lavigne, Sam, 8<sup>th</sup> Grade Football Volunteer, MMS, effective 9/5/12.  
Wear, Cael, Football Volunteer, MHS, effective 8/23/12.

**Academic Advisors MHS Hires-Rehires:**

Pals, Joel, Pep Band Director, MHS, effective 8/29/12.  
Pals, Joel, Jazz Band Director, MHS, effective 8/29/12.  
Wissner, Gretchen, Academic Competition, MHS, effective 8/29/12.  
Calvert-Garcia, Jennifer, Junior Class Advisor, MHS, effective 8/29/12.

**Academic Advisors MMS Hires-Rehires:**

Flom, Karen, Math Counts Advisor, MMS, effective 8/29/12.  
Garrett, Thomas, Pep/Jazz Band Director, MMS, effective 8/29/12.  
Garrett, Thomas, Vocal Director, MMS, effective 8/29/12.  
Golightly, Kari, Drama Director, MMS, effective 8/29/12.  
Goodson, Ryan, Knowledge Bowl Advisor, MMS, effective 8/29/12.  
Lawton, Lori, Knowledge Bowl Advisor, MMS, effective 8/29/12.  
Lawton, Lori, Environmental Club Advisor, MMS, effective 8/29/12.  
Nelson-Price, Rebecca, Yearbook Advisor, MMS, effective 8/29/12.  
Poulos, JD, Technology Club Advisor, MMS, effective 8/29/12.

**RTI Team Leaders Hires/Rehires:**

Abbott, Pepper, Teacher, Special Education, McDonald Elementary, effective 8/22/12.  
Hamma, Lance, Teacher, Grade 5, McDonald Elementary, effective 8/22/12.  
Jensen, Carolyn, Teacher, Special Education, Russell Elementary, effective 8/22/12.  
Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, effective 8/22/12.  
McNally, Renee, Teacher, Grade 2, Lena Whitmore Elementary, effective 8/22/12.  
Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, effective 8/22/12.  
Stephens, Debra, Teacher, Special Education, Lena Whitmore Elementary, effective 8/22/12.  
Waring, Vicki, Teacher, Special Education, Lena Whitmore Elementary, effective 8/22/12.

Fiscal Implication: These personnel actions do not exceed the budget allocation for personnel as approved by the Board.

**RESOLUTION 13-29**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves all items listed under the Consent Agenda, as presented.

Dibble moved the Board approve Resolution 13-29, seconded by Campbell. The motion carried 5-0-0.

Fazio noted all the donations and her thanks for them.

## **VI. CONTINUED BUSINESS**

- A. Curriculum, Instruction & Assessment: Star Rating System Procedure** - Sarah Hanchey began her presentation by sharing a PowerPoint that detailed the Star Rating System which is the new accountability system for the State of Idaho. She then went on to explain what this system is now and how it works but it could be subject to change. McDonald, West Park, Lena, MHS and PCRHS all received five stars, MMS and Moscow Charter School received four stars and Russell received three. She noted if you are a 4-5 star school, awards and recognitions will be given but she doesn't know what they are yet. She spoke on the five components of the star rating system and how they are determined. Examples were shown on how the points are determined and given. The Star System considers growth overall and in subgroups. The ultimate goal is to get all children proficient or advanced. Hanchey explained what Student Growth Percentiles (SGP) and Adequate Growth Percentiles (AGP) are and how they are used and calculated. She then went on to the subgroups and how they are counted and went through the calculations used for graduation rate and post secondary and career readiness. Hanchey further noted that this system takes the place of the AYP accountability that has been used and takes into account all three areas, Reading, Mathematics, and Language Usage. Also, all star ratings for every school in the state can be found on the state's website. There was some additional discussion among the board members and Hanchey.
- B. Action: Board Policy 1210.01 - First Aid Training/CPR - Basic Policy** - Dale Kleinert said this is the second reading for this policy which adds paraprofessionals and there have not been any other changes.

### **RESOLUTION 13-30**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the revision to Board Policy 1210.01 First Aid/CPR Training, as presented.

Frenzel moved the Board approve Resolution 13-30, seconded by Barber. The motion carried 5-0-0.

- C. Action: Long Range Facilities Planning** - Dale Kleinert stated that information was presented earlier in the evening. He noted that the Board has been working on this process for the past two years. He recommends moving forward as a district with the recommendation that he outlined earlier this evening.

### **RESOLUTION 13-31**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby directs the administration of the Moscow School District to gain a request for an engineering proposal to provide detailed construction costs for the priority list of renovation and improvement recommendations to the District's physical facilities and the Joseph Street property.

**BE IT FURTHER RESOLVED** that the Board of Trustees hereby directs the administration of the Moscow School District to outline a plant-facilities bonding process and timeline that would culminate in a plant-facilities bond election to take place on May 21, 2013.

Dibble moved the Board approve Resolution 13-31, seconded by Campbell. Kleinert commented that he cautions the Board about selling or leasing district property. Dibble concurred with Kleinert's comment. There was further discussion and comments by the Board. The motion carried 5-0-0. Fazio thanked Kleinert for his work.

## **VII. NEW BUSINESS**

- A. Approval of Request to Call for Bus Bids** - Deb Adair stated that our bus fleet is on a twelve year replacement schedule which is required by the state. It is time to replace two of our buses. She recommends approval.

### **RESOLUTION 13-32**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the call for bids for the purchase of two buses, as presented.

Dibble moved the Board approve Resolution 13-32, seconded by Barber. Dibble asked how many buses we own and Adair said we have twenty-three. Campbell commented on her experience in riding one of the buses this summer. The motion carried 5-0-0.

- B. Approval of 2013 Medical and Dental Insurance Contract Renewal** - Deb Adair stated that the Insurance Committee meet over the summer and our broker, Marcia Roberts, looked at proposals from various carriers and then presented that information to the committee, Adair explained how our reserve is built and what affects the usage. We have saved several percentage points by changing some of our plans benefits. There will be a 0% increase overall for premiums. She noted that the District has been with Regence for over twenty years and Delta Dental with two years and recommends staying with them.

### **RESOLUTION 13-33**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the 2013 Medical and Dental Insurance Contract with Regence Blue Shield and Delta Dental, as presented.

Frenzel moved the Board approve Resolution 13-33, seconded by Barber. Barber noted she is glad to see the dependent premium has gone down and thanked Adair and the committee for their hard work. The motion carried 5-0-0.

- C. Approval of Strategic Plan with Annual Board Goals and updated SMART Goals** - Dale Kleinert stated this is the plan that directs the district and each year this document is brought to the Board for their approval after the committee has updated their goals. He recommends approval.

### **RESOLUTION 13-34**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the 2010-2013 Strategic Plan with the Annual Board Goals and S.M.A.R.T. Goals updated for 2012-2013, as presented.

Campbell moved the Board approve Resolution 13-28, seconded by Frenzel. The motion carried 5-0-0. Campbell thanked the committee for their hard work on this document.

## VIII. INFORMATION

### A. Superintendent's Report

1. Enrollment has stayed steady and Kleinert reviewed the numbers.
2. Reconfiguration – The Board has already heard from the principals on how this has been a positive change. Now the next challenge is how to get all the technology aspects finished.
3. SDE FY14 Budget Proposal – Luna has presented a budget proposal but no one is talking about it much right now. There is a possible 5.1% increase over what it is this year which is not really an increase but just filling the holes that were created. Kleinert reviewed what is in this proposal.

**B. Idaho School Boards Association (ISBA) Annual Convention, November 14-16, 2012 in Boise, Idaho.** It was noted that four board members will be able to attend, along with the business manager. Kleinert will be in China so will not be attending.

**C. Other** – Fazio stated that there is still some discussion about a Region 2 session with Karen Echeverria in regards to the resolutions for the ISBA convention. She also noted that some of those resolutions have been pulled. There was some discussion on this topic.

## IX. SUGGESTIONS AND COMMENTS

**A. Public Comments** – *Please state your name for the record.*

- a. **Greg Papineau**, asked if the amount of the facilities bond of \$8-10 million includes improvement to Joseph Street and Kleinert stated that it does not at this time.

## X. ADJOURNMENT

There being no further business, the Chair adjourned the meeting at 10:25 PM.