

**Regular Board Meeting
August 27, 2013**

I. CALL TO ORDER

The regular meeting of the Board of Trustees of Moscow School District No. 281 was called to order at 7:00 PM, August 27, 2013 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting was held in the Board Room of the District Office, 650 N. Cleveland, Moscow, Idaho.

II. DETERMINE QUORUM

Fazio noted that board clerk, Angie Packard, was absent tonight and stated a quorum of the Board was present. Trustees present were Dawn Fazio, Chair, Zone 4, Kim Campbell, Vice Chair, Zone 3, Jim Frenzel, Zone 1, Aleisa Barber, Zone 2 and Margaret Dibble, Zone 5.

Fazio then appointed Deb Adair to serve as board clerk for this meeting.

The staff members present were Greg Bailey, Superintendent, Deb Adair, Business Manager/Treasurer, and Sarah Hanchey, Curriculum Director.

The agenda was presented and approved by unanimous consent.

III. APPROVAL OF MINUTES

The following minutes were presented for approval, Annual Board Meeting, July 23, 2013, Special Meeting for Bond Sale, July 31, 2013, and Special Board Meeting for Executive Session, August 2, 2013.

RESOLUTION 14-23

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Annual Board Meeting, July 23, 2013, Special Meeting for Bond Sale, July 31, 2013, and Special Board Meeting for Executive Session, August 2, 2013 as corrected.

Dibble moved that the Board approve Resolution 14-23, seconded by Barber. The motion carried 5-0-0.

IV. GOOD NEWS, ANNOUNCEMENTS OR PRESENTATIONS

- A. PRESENTATION: Technology Grant & ING Running Program Grant for Moscow Middle School (MMS)** – Kevin Hill stated that MMS received a Technology Grant from the SDE in the amount of \$180,000. These funds would be used to upgrade technology in all the classrooms at MMS. He further noted that the UI also received a grant to provide professional development for teachers, and they helped tremendously in writing the grant and in preparing teachers for the Promethean products.

Jessica Shawley then showed a video about the MMS P.E program. She thanked the District for the support they provided as she traveled as the National Middle School P.E. Teacher of the Year. She noted that there is a Fun Run scheduled for Monday, November 4, and that ING has just awarded her a grant for the second year in a row. Shawley also stated the MSD has a great P.E. program. Additionally, on October 3 and 4, the IAHPERD (Idaho Association of

Health, Physical Education, Recreation & Dance) Conference will be held at the high school where there will be twenty-three vendors and national leaders presenting information about wellness and physical activity.

- B. PRESENTATION: Stuff the Bus** – Sarah Hanchey shared that this was the second annual “Stuff the Bus” event that had been sponsored by the Kiwanis Club. The event took place on August 8-10. After all the supplies were collected and delivered to MMS, Kevin Hill and crew helped sort and stuff over 200 backpacks, and then distributed them to the schools. Scott Billing, president of the Moscow Kiwanis Club, was also present and expressed his appreciation for the partnership between the Kiwanis and the MSD. He also thanked Greg Harris, Sarah Hanchey, Kevin Hill and crew, for all their help. He also noted that if the district runs short of supplies during the school year to let the club know as they have funds that were also collected for purchasing school supplies.
- C.** Congratulations to Mimi Pengilly, Director of Student Nutrition Services, for being asked to prepare the lunches for Palouse Prairie Charter School once again after they had moved to a different lunch provider. This is a positive testament to her program.
- D.** Congratulations to the following MHS students who achieved a perfect 4.0 cumulative grade point average at the end of the 2012-13 school year, Valeria Aizen, Jesse Alves-Foss, Rachel Bayly, Rachel Bechtel, Benjamin Cain, Evie Caldwell. Trinity Carpenter, Devin Carscallen, Madysen Cochran, Rachel Cook, Tresson Cook-Gallardo, Anna Curet, Kristina Davenport, Leah Davis, Luisa Graden, Henry Gregsom, Tiffany Gunderson, Laura Hannon, Hailey Hill, Anna Jones, Mycah Kennedy, Erin Kwiatkowski, Karen Lawrence, Yu Yu Lin, Rylie Malm, Emily Mangini, Natalie McDaniel, Berlyn Needham, Jordan Northcutt, Emma Prall, Chad Robertson, Partick Robichaud, Megan Rourke, Hyrum Russell, Ben Ting, James Todd, Phoebe White, Victoria Wilk, Olivia Alexander, Erik Anders, Darrick Blood, Tegan Campbell, Ellen Dennis, Rebecca Dykes, Ameena El-Mansouri, Georgia Filler, Zoe Fleischman, Laurel Gieselmann, Tareyn Green, Wilson Guo, Luke Miller, Lura Morton, Nick Nolta, Sarah Peery, Meadow Poplawsky, Meghan Reisenauer, Joelle Stephens, Katie Stubbers, Phoebe Unger, Heather Wood, Annica Woolley, Savanna Allen, Ardina Boll, Jerry Cook-Gallardo, Matt Cornelison, Rebecca Darney, Alex Lewis, Kaylee Myler, Senna Pankopf, Tasha Paul, Chloe Quinnett, Brianna Russell, Skler Ting and Marissa Wear.
- E.** Congratulations to Matt Pollard, PCRHS Math/Science teacher, who received a 2013 Robert L. Cannon Education Award and by doing so, received \$500 for the rocket propulsion unit for his students.
- F.** Board member, Kim Campbell, also gave Deb Adair kudos for coming so close to the fund balance projection.
- G. Public Comments**
1. *Molly Hierschbiel*, Instructional Assistant at MMS, stated that the new administration is very supporting of the classified staff. She also spoke about meetings and workshops that have not happened in the past. She noted that they feel prepared and ready to serve the kids.
 2. *Susan Mahoney*, Title I Teacher at Lena and MEA president, thanked the Board, Supt. Bailey and Sarah Hanchey for the professional development days before school started.

- 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, July Net Payroll	\$ 689,481.53
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 774,305.60
Accounts Payable, July Bill List	\$ 590,102.91
TOTAL BILLS and PAYROLL	\$ 2,053,890.04

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

B. **Donations**

1. Thank you to the UI Technology Club for their donation of \$245.15 to the MHS Tech Club.
2. Thank you to Justin Bell for his donation of two trumpets to be used in the music programs at MMS and MHS.
3. Thank you to Real Life on the Palouse church for once again purchasing school supplies for all the students at Russell Elementary.
4. Thank you to an anonymous donor for the donation of \$350, in memory of Anne Veseth, a MHS graduate, where the gift will be used to assist students in need of additional support.
5. Thank you to Costco Wholesale for the donation of thirty backpacks to be used by students in need in the Moscow School District.

C. **Administrative/Human Resources**

1. **Certified- Hires**

Ray, Geri, Teacher, Special Education, McDonald Elementary, 1.0 FTE, Category 1, One Year Only Contract, effective 8/21/13.

2. **Certified – Stipends**

National Board for Professional Teaching Standards

Aiello, Rachel, Teacher, Mathematics, MMS, \$2,000 Stipend, effective 9/25/13.

McMurtry, Amy, Teacher, Art, MHS, \$2,000 Stipend, effective 9/25/13.

Mock, Judy, Teacher, Grade 5, Lena Whitmore Elementary, \$2,000 Stipend, effective 9/25/13.

Nelson-Price, Rebecca, Teacher, Language Arts, MMS, \$2,000 Stipend, effective 9/25/13.

Scutt-Norman, Shanti, Teacher, Art, MMS, \$2,000 Stipend, effective 9/25/13.

Shawley, Jessica, Teacher, PE, MMS, \$2,000 Stipend, effective 9/25/13.

Tribelhorn, Brenda, Teacher, Special Education, MMS, \$2,000 Stipend, effective 9/25/13.

Miscellaneous

Holzman, Gabriela, Teacher, Deaf/Hard of Hearing, \$100 stipend for working with students in the ESY program, effective 9/1/13.

3. **Certified - Request to be released from contract contingent upon finding a suitable replacement.**

Parker, Julia, School Nurse, District-wide, effective 8/6/13.

4. **Classified – Hires**

Dechert, Thomas, Bus Driver, Transportation, effective 8/16/13.

Harris, Kris, Instructional Assistant Paraprofessional, Math Intervention, McDonald Elementary, Rehire, 3.75 hours/day, effective 8/26/13.

Leander, Ivan, Instructional Assistant Paraprofessional, Special Education Program, MHS, 7.25 hours/day, effective 8/26/13.

Legoll, Valerie, Medicaid/Compliance Technician, District Office, 3.75 hours/day, 210 days/year, effective 8/19/13.

Mika, Cynthia, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, 3.75 hours/day, effective 8/26/13.

Polito, Barbara, Instructional Assistant Paraprofessional, Title I, District-wide, 2.75 hours, effective 8/26/13.

Russell, Jennifer, Secretary, MHS, 6 hours/day, 200 days/year, effective 8/14/13.

Schwager, Holly, Food Service Worker, District-wide, 3 hours/day, effective 8/14/13.

Tutt, Kristen, Instructional Assistant Paraprofessional, Special Education Program, MMS, 7.25 hours/day, effective 8/26/13.

Wiltse, Nate, Bus Driver, Transportation, effective 7/1/13.

MHS Student Employee Hires

Freeman, Tim, Auditorium Tech, MHS, effective 1/8/13.

5. Classified - Changes/Increase/Decrease

Fleischman, Kathleen, Instructional Assistant Paraprofessional, Special Education Program, MHS, increase from 3.75 to 7.25 hours/day, effective 8/26/13.

Hebert, Kelsey, Instructional Assistant Paraprofessional, Special Education Program, MMS, increase from 3.75 to 7.25 hours/day, effective 8/26/13.

Neiheisel, Cynthia, Instructional Assistant Paraprofessional Brailist, Special Education Program, change from Lena Whitmore to District-wide, 2013/14 assignment will be at Lena Whitmore and Russell elementary schools, effective 8/26/13.

O'Leary, Lisa, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, increase from 3.75 to 7.25 hours/day, effective 8/26/13.

Smallwood, Lisa, Secretary and Medicaid/Compliance Technician, Special Services Department, transfer to Data and Assessment Specialist, 8 hours/day, 230 days/year, effective 7/24/13.

Smith, Jessica, Nurse Assistant, District-wide, increase from 2 to 3.75 hours/day, effective 8/8/13.

6. Classified - Resignations/Terminations/Retirements

Hudson, Phyllis, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 8/6/13.

Ingwell, Adam, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 7/22/13.

Klas, Trudy, Bus Driver, Transportation, effective 8/16/13.

Michelson, Rhonda, Aide, Lena Whitmore Elementary, effective 8/8/13.

Modine, Gary, Bus Driver, Transportation, effective 8/8/13.

Schierman, Cassie, Instructional Assistant Paraprofessional, Title I Program, Russell Elementary, effective 8/6/13.

Spinarski, Krysta, Aide, K+ Program, West Park Elementary, effective 8/20/13.

Struble, Susan, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, effective 8/12/13.

Toolson, Catherine, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, effective 8/19/13.

MHS Student Employee Graduated

Freeman, Tim, Auditorium Tech, MHS, effective 6/5/13.

Temporary Summer Positions End – Building and Grounds

Ingwell, Adam, Temporary Custodian, effective 8/9/13.

Smisek, Cody, Temporary Groundskeeper, effective 7/31/13.

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

Extracurricular Stipends

Barnes, Robin, Head Girls Basketball Coach, MHS, \$175 stipend for being a summer Girls Basketball camp instructor, effective 9/1/13.

Annual Support Program – District-wide Hire

Spence, Ingrid, Lead Mentor, District-wide, effective 8/21/13.

Cross Country – Resignations/Terminations/Retirements

Walker, Dean, Head V Cross Country Coach, MHS, effective 7/31/13.

Cross Country – Hires

Davis, Christa, Head V Cross Country Coach, MHS, effective 8/16/13.

Football – Resignations/Terminations/Retirements

Howell, Michael, Assistant Football Coach, MHS, effective 8/12/13.

Rumann, Brad, Assistant Football Coach, MHS, effective 8/12/13.

Football – Hires/Rehires

Brooks, Logan, Assistant Football Coach, MHS, effective 8/12/13.

Ingwell, Adam, 9th Grade Football Coach, MHS, effective 8/12/13.

Leander, Ivan, JV Football Coach, MHS, effective 8/12/13.

Mazzola, Cody, Assistant Football Coach, MHS, effective 8/12/13.

Woolridge, De'Maundray, Assistant Football Coach, MHS, effective 8/19/13.

Academic Advisors MHS Hires-Rehires

Blount, Pat, Sophomore Class Advisor, MHS, effective 8/28/13.

Russell, Zak, Sophomore Class Advisor, MHS, effective 8/28/13.

Bean, Carly, Junior Class Advisor, MHS, effective 8/28/13.

Kowatsch, John, Junior Class Advisor, MHS, effective 8/28/13.

Calvert, Jennifer, Senior Class Advisor, MHS, effective 8/28/13.

Whittaker, Danika, Senior Class Advisor, MHS, effective 8/28/13.

Activities Workers – MHS/MMS Hires/Rehires

Behre, Thomas, Activities Worker, MHS/MMS, effective 8/19/13.

Bright, Lindsey, Activities Worker, MHS/MMS, effective 8/20/13.

Clyde, Nick, Activities Worker, MHS/MMS, effective 8/19/13.

Davis, Debbie, Activities Worker, MHS/MMS, effective 8/19/13.

Fladager, Donna Kay, Activities Worker, MHS/MMS, effective 8/19/13.

Gadwa, Kelly, Activities Worker, MHS/MMS, effective 8/19/13.

Gadwa, Lisa, Activities Worker, MHS/MMS, effective 8/19/13.

Helbling, Phil, Activities Worker, MHS/MMS, effective 8/19/13.

Herrenbruck, Adam, Activities Worker, MHS/MMS, effective 8/19/13.

Herrenbruck, Brad, Activities Worker, MHS/MMS, effective 8/19/13.

Hoogsteen, Sam, Activities Worker, MHS/MMS, effective 8/19/13.

Houska, Mitzi, Activities Worker, MHS/MMS, effective 8/19/13.

Legol, Val, Activities Worker, MHS/MMS, effective 8/19/13.

Lish, Emily, Activities Worker, MHS/MMS, effective 8/19/13.

Mecham, Don, Activities Worker, MHS/MMS, effective 8/19/13.

Molsee, Barb, Activities Worker, MHS/MMS, effective 8/19/13.

Osborn, Kasey, Activities Worker, MHS/MMS, effective 8/19/13.

Ross, Julie, Activities Worker, MHS/MMS, effective 8/19/13.

Smithee, Jeremy, Activities Worker, MHS/MMS, effective 8/19/13.

Snow, Michelle, Activities Worker, MHS/MMS, effective 8/19/13.

Stevenson, Heather, Activities Worker, MHS/MMS, effective 8/19/13.

Thornton, Mary Ann, Activities Worker, MHS/MMS, effective 8/19/13.

Wear, Cael, Activities Worker, MHS, effective 8/19/13.

Wear, Mike, Activities Worker, MHS/MMS, effective 8/19/13.

Wolcott, Mica, Activities Worker, MHS/MMS, effective 8/19/13.

Yokum, Crystal, Activities Worker, MHS/MMS, effective 8/19/13.

Activities Workers – MHS/MMS Resignations/Terminations/Retirements

Goldberg, Alie, Activities Worker, MHS/MMS, effective 8/19/13.

Hudson, Amy, Activities Worker, MHS/MMS, effective 8/19/13.

Hudson, PJ, Activities Worker, MHS/MMS, effective 8/19/13.

O'Connor, Kristin, Activities Worker, MHS/MMS, effective 8/19/13.

Activities Volunteers

Amburgey, Alexandria, Volunteer, Cheer, MHS, effective 8/20/13.

Flores, Chi, Volunteer, Football, MMS, effective 8/21/13.

Davies, Dakota, Volunteer, Boys Soccer, MHS, effective 8/14/13.

Rowley, Roger, Volunteer, Boys Soccer, MHS, effective 8/20/13.

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

RESOLUTION 14-24

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

Barber moved that the Board approve Resolution 14-24, seconded by Frenzel. Dibble noted that under donations, item 3, it should be Life not Like. The motion carried 5-0-0.

VI. CONTINUED BUSINESS

- A. Bond Update** – Superintendent Bailey stated that Deb Adair has been the key person in regards to the financial aspects of the bond project and asked her to give a brief report. Adair shared that the bond sale has taken place and the funds have been received and deposited in the approved accounts. Bailey stated that he would report on the projects that are taking place during his superintendent's report.
- B. Curriculum, Instruction & Assessment** – Sarah Hanchey gave a report on the Test Data and Yearly Progress. She shared a PowerPoint presentation that detailed the data along with the Test Data booklet that was given to the Board.
- C. Action on New Substitute Handbook** – Superintendent Bailey stated that last month this handbook was presented for a first reading with the desire to have one handbook that will help substitutes in whichever school they are in. There were a few minor changes. Recommends approval.

RESOLUTION 14-25

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the new substitute handbook, as presented.

Dibble moved that the Board approve Resolution 14-25, seconded by Frenzel. Campbell noted that it will be nice to have a district-wide handbook for the substitutes. The motion carried 5-0-0.

- D. Action on Revision to Board Policy, Section IV, Recruitment, Policy 4000.31-4000.36** – Superintendent Bailey stated that with the repeal of the Students Come First laws, this policy section is out of date. Changes have been made to bring this policy up to date. Recommends approval.

RESOLUTION 14-26

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to Board Policy, Section IV, Recruitment, Policy 4000.31-4000.36, as presented.

Frenzel moved that the Board approve Resolution 14-26, seconded by Campbell. The motion carried 5-0-0.

- E. **Appointment of Board Representatives to Committees** – Fazio noted that this item is from the Annual Meeting and as some board members were not present, it was tabled until this meeting. After discussion, the board representation to the following committees will remain the same.
1. Calendar Committee - Jim Frenzel
 2. Sick Leave Bank - Dawn Fazio
 3. Negotiations - currently Margaret Dibble and all Trustees as alternates
 4. Strategic Plan Steering Committee - Aleisa Barber
 5. Technology Committee - currently Kim Campbell

VII. NEW BUSINESS

- A. **Approval of Agreement for Joint Development, Use, Maintenance and Administration of MSD Property at Joseph Street** – Superintendent Bailey stated that the City Council passed a resolution at their council meeting on August 19 to approve the agreement with a vote of 6-0. He recommends approval.

RESOLUTION 14-27

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the Agreement for Joint Development, Use, Maintenance and Administration of the Moscow School District property at Joseph Street with the City of Moscow as presented.

Barber moved that the Board approve Resolution 14-27, seconded by Dibble. Dibble noted that she wants to make it clear on any signs that are put up that the property belongs to the Moscow School District but doesn't feel that needs to be in the agreement but certainly on any signage. Campbell agreed with Dibble's statement. Frenzel stated that he believes that the document represents what the patrons voted for. The motion carried 5-0-0. Dan Carscallen and Wayne Krauss were present to represent the City and both spoke positively on the agreement. Greg Papineau stated that he is thrilled that this was finally taking place. Campbell thanked all the voters who approved the bond.

- B. **Approval to Award Contract for Interactive Whiteboards** – Deb Adair stated that MMS was awarded a grant in the amount of \$180,000 as part of the Idaho Technology Pilot Program. Bids were requested for this technology project, with Audio Enhancement coming in with the lowest bid and meeting the specifications. Recommends approval.

RESOLUTION 14-28

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the bid submitted by Audio Enhancement to install interactive whiteboards, clickers and other technologies, in each classroom at Moscow Middle School.

Frenzel moved that the Board approve Resolution 14-28, seconded by Barber. The motion carried 5-0-0.

- C. **Approval to Solicit Bids for Russell Elementary Boiler Burner and Controls** – Item was removed from the agenda.
- D. **Approval of Transportation Contracts with Moscow Charter School, Palouse Prairie School of Expeditionary Learning and St. Mary's Catholic Elementary School** – Deb

Adair stated that the District provides contracted transportation services for the two charter schools and one private school. She noted that the District has existing routes and can safely transport students on a space available status and that non-reimbursable costs must be paid by the charters/private schools. Recommends approval.

RESOLUTION 14-29

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the Transportation Contracts with Moscow Charter School, Palouse Prairie School of Expeditionary Learning and St. Mary's Catholic Elementary School for 2013-14, as presented.

Dibble moved that the Board approve Resolution 14-29, seconded by Frenzel. The motion carried 5-0-0.

- E. Approval of Bus Routes, Bus Backup & Turn-Around Locations, Safety Busing Requests and Non-Transportation Zones** – Deb Adair said that Board approval is required annually and asked Greg Harris to give a brief update. Harris stated that a few turn-around locations have been added but that the routes have remained the same and there have been no changes to the safety bussing routes. Harris did note that the Safety Bussing routes will need to be re-evaluated in the spring of 2014 as this is required every three years. There was some discussion on what is considered safety bussing routes. Bailey acknowledged Harris for setting up the Kindergarten Ride to School Day and that he was very impressed by this event for parents and their kindergarteners.

RESOLUTION 14-30

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2013-2014 bus routes, backup & turnaround locations, safety busing requests, and non-transportation zones, as presented.

Dibble moved that the Board approve Resolution 14-30, seconded by Barber. The motion carried 5-0-0.

- F. Approval of Revised Job Descriptions: Lead Mentor Teacher, Peer Assistant Teacher (Alternate), Special Education Teacher Consultant, Intervention Specialist, Special Education Teacher, Gifted/Talented Facilitator, School Psychologist, Elementary Counselor, Guidance Counselor Middle School, Guidance Counselor High School, School Nurse, Speech/Language Pathologist, Audiologist, Principal** – Superintendent Bailey stated that these positions have been supervised by the Director of Special Services/Human Resources for several years. With the retirement of Kevin McDonough, the combined position was reconfigured to Special Services Director. With this change, “reports to” and “supervised by”, along with some realigning of supervision to these job descriptions will occur. Dibble had a question in regards to the Peer Assistant Teacher. Discussion followed. Bailey recommends approval.

RESOLUTION 14-31

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves revisions to the job description for Lead Mentor Teacher, Peer Assistant Teacher (Alternate), Special Education Teacher Consultant, Intervention Specialist, Special Education

Teacher, Gifted/Talented Facilitator, School Psychologist, Elementary Counselor, Guidance Counselor Middle School, Guidance Counselor High School, School Nurse, Speech/Language Pathologist, Audiologist and Principal, as presented.

Frenzel moved that the Board approve Resolution 14-31, seconded by Dibble. The motion passes 5-0-0.

- G. Action on Declaration of Emergency for Special Education Teacher, Deaf/Hard of Hearing & Alternative Authorization** – Superintendent Bailey stated that this action is required by Idaho State Board of Education Rules when a position is filled by a person that is not fully certified in their area of employment. He noted that a teacher has been hired that could fill this position but does not have the proper endorsements. Recommends approval.

RESOLUTION 14-32

RESOLVED: That the Board of Trustees of Moscow School District No. 281 has hereby determined that no qualified candidates with deaf/hard of hearing endorsements were forwarded to the Board of Trustees for a recently advertised special education teacher for the deaf/hard of hearing position.

WHEREAS: Directed by Idaho State Board rule, the Board of Trustees of Moscow School District No. 281 hereby determines this position to be “hard to fill” and declares a hiring emergency in this area.

NOW, THEREFORE, BE IT FURTHER RESOLVED: That the Board of Trustees of Moscow School District No. 281 approves the request for alternative authorization for Gabriela Lopez De Holzman to fill the special education teacher for the deaf/hard of hearing position which is valid for a period of three years upon completion of the requirements set forth in Idaho State Board of Education Rules.

Barber moved that the Board approve Resolution 14-32, seconded by Frenzel. Dibble asked about the hiring and advertising process. The motion carried 5-0-0.

VIII. INFORMATION

A. Superintendent’s Report – Greg Bailey

1. Pay for Performance Plan is due to the SDE by October 1. Bailey stated he will have something for the Board to approve at the September meeting. He noted the District is able to define the plan, but it must have an academic component. A committee will develop the plan and Bailey asked for any thoughts or input the Board may have.
2. Building Projects – Adair gave updates on some of the projects that are being worked on or have been completed. Bailey spoke about the design meetings for the Fieldhouse, high school science wing and technology/electrical.
3. Beginning of the School Year Events – Bailey thanked the Board members who came to the opening staff meeting on August 26. He noted that Hanchey did a great job setting up instructional opportunities for teachers prior to the beginning of the school year. Bailey also noted that there has been some growth in enrollment.
4. Student Placement Process in Elementary Grade Levels – Bailey spoke on the process that is in place and that changes need to be made as the current process has several problems, especially with those families living in a “gray zone.” He noted he feels he needs to do something to this process as it is currently unfair to district patrons and students and we can do a better job.

- B. **Report on “Idaho Leads Conference”** – Dawn Fazio, Greg Bailey and Sarah Hanchey attended this conference on August 14-15. A prior meeting in June was attended by Kleinert, Fazio and Hanchey. Fazio mentioned that the meeting was like trying to drink from a fire hose as there was so much information. Hanchey spoke about the challenge sessions that incorporated Smarter Balanced Assessment Consortium (SBAC) core teaching strategies for teachers. It was noted that the conference was high quality and well organized.
- C. Aleisa Barber announced her resignation from the Board as she and her family will be moving to Utah. She noted that this will be her last meeting and commented that she has volunteered in the district for fourteen years. Fazio then presented Barber with a card and plaque to express the District’s gratitude for her service. Fazio also asked Barber to provide a letter of resignation dated August 27 as the Board has ninety days to appoint someone to serve the remainder of her term. Barber also wanted to state that she was unaware her family would be moving when she ran for re-election.

IX. SUGGESTIONS AND COMMENTS

A. Public Comments

1. *Ladene Edwards*, Music teacher at Lena, stated that when she thinks about job descriptions, she thinks they should describe a job. She said she is surprised that Special Education teachers have a job description and music teachers don’t and wanted to know why there are job descriptions for some and not others. Bailey responded that it’s modeled after standard procedure. Edwards responded to that and Bailey stated that he will research the issue and report back.
2. *Anthony Kuipers*, Daily News reporter, asked for a drawing for the proposed Joseph Street playfields.

Fazio called for a motion and roll call vote to retire into Executive Session pursuant to Idaho Code 67-2345 (1) (b) for discussion of personnel related to performance goals for the Superintendent.

RESOLUTION 14-33

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retires into Executive Session pursuant to Idaho Code 67-2345 (1) (b) for discussion of personnel related to performance goals for the Superintendent.

Barber moved that the Board approve Resolution 14-33, seconded by Frenzel. Adair called the roll for the vote on the resolution for executive session: Fazio – aye, Campbell – aye, Frenzel – aye, Barber – aye, Dibble – aye. The vote was unanimous for the Board to move into executive session.

X. EXECUTIVE SESSION

At 9:35 PM the Board entered into executive session. Superintendent Bailey was also present for the executive session.

At 10:15 PM the Chair stated that the Board would be returning to open session.

XI. ADJOURNMENT

With no further business, the meeting was adjourned at 10:15 PM.