

REGULAR BOARD MEETING

August 16, 2017

1. OPENING ITEMS

- A. The regular meeting of the Board of Trustees of Moscow School District No. 281 was called to order at 7:00 PM, August 16, 2017 by Trustee 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 St., Moscow, Idaho.
- B. A quorum of the Board was determined and trustees present were Dawn Fazio, Chair, Zone 4, Jim Frenzel, Zone 1, Ken Faunce, Zone 2 and Martha Schmidt, Zone 5. Staff members present were Dr. Greg Bailey, Superintendent, Jennifer Johnson, Business Manager, Charlie Gerke, Operations Director, Carrie Brooks, Curriculum Director, Shannon Richards, Special Services Director and Angie Packard, Board Clerk. Trustee Kim Campbell, Vice-Chair, Zone 3 was absent and excused. There were also three patrons in the audience.
- C. The agenda was amended to add the following: Under Superintendent's Report: add Moscow Education Foundation Event, remove Certified Staff Building Handbooks and Under New Business: add Items C: Board Meeting Time Change & D: Consideration of Athletic Fee for Out of District Cooperatives, and was then approved by unanimous consent.
- D. The following minutes were presented for approval: Special Board Meeting, July 31, 2017 & Annual Board Meeting, July 31, 2017.

RESOLUTION 18-21

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Special Board Meeting, July 31, 2017 and the Annual Board Meeting, July 31, 2017.

Trustee Frenzel moved that the Board approve Resolution 18-21, seconded by Trustee Faunce. The motion carried 4-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. Congratulations to the following MHS students who achieved a perfect 4.0 cumulative grade point average for 2016-17: Rheanna Anderson, Kaelen Baird, Austin Buchanan, Ryan Charit, Kyle Clary, Zachary Coulter, James Craig, Greydon Crites, Allysun Gerke, Allison Hadley, Nicole Johnson, Luke McGreevy, Elizabeth Niehenke, Claire Qualls, Annalie Reed, Julien Reineke-Quinlan, Teagan Riley, Ingrid Roise, Erin Sandoval, Jonna Sobeloff-Grittes, Terra Sullivan, Savannah Tanner, Jieyan Wang, Zoe Werner, Chloe White, Nadine Abdel-Rahim, Jackson Alexander, Ari Carter, Mariah Coley, Marguerite Dawkins, Gracee Gropp, Cole Hansen, Ashley Hansn, Paige Hanson, Theodore Jessup, Jailyn Knott, Eliza Kunzler, Dane Rennaker, Samantha Schwager, Zach Schwager, Jaxson Skinner, Willow Crites, Caleb Moore, Ethan Odberg, Nick Pancheri, Bryce Poplawsky, Jenna Stubbers, Tia Vierling, Sheridayn Weller, and Jenna Woolley. Charlie Gerke commented that Principal Perryman sent a personal letter to each of the students listed above.
- B. Public Comments
 1. None at this time.
- C. Superintendent's Report - Dr. Bailey
 1. Start of the Year Events – teachers return 8/22 with a new teacher orientation in the afternoon at the district office from 1-3:30 PM; 8/25 Professional Development Day; 8/28 – All staff meeting, starting with breakfast at 8:00 AM with the meeting at 8:30 AM at MHS; 8/29 is the first day of school. Additionally, there will be open houses and parent nights at each school.
 2. Review of the IASA Presentation on Mastery-Based Learning – this presentation by Dr. Bailey, Carrie Brooks, Kevin Hill, Bill Marineau, & Kim Mikolajczyk at the recent IASA conference was

well received by those in attendance and there is interest by other districts to come and check out what our district is doing.

3. Impact of Drug Usage within the Moscow School District – Dr. Bailey did some research on this, along with Erik Perryman. One of the concerns stated at the July meeting was smoking marijuana in the bathrooms at MMS. It was also noted that MHS teachers and administrators check the bathrooms frequently. Dr. Bailey also shared a discussion he had with a local narcotics detective. One main thing is that if there is suspicion of drugs, it needs to be reported. It was also mentioned using a drug dog but a dog cannot sniff students but can sniff lockers, vehicles on school grounds, etc. Dr. Bailey also noted that you can drug test athletes but not students who may be in drama or debate as there are strict procedures for drug testing. There is a cost to drug testing, about \$10 a test, and it can't target individuals - either all participants or random selection. He also addressed the question about closing campus but noted this could be difficult. One course of action is to discuss the drug concerns with the coaching staff and Mr. Perryman will speak with his staff. Dr. Frenzel stated that he has heard that there have been drugs sold at MHS and is interested in seeing a drug dog on campus. There was discussion on this and if using a drug dog would be a viable tool. It was agreed that if a drug dog is used that it would be done at both MMS and MHS. It was also noted that perhaps there could be an assembly at the elementary schools to show what a drug dog does. Mr. Perryman shared that MHS will be looking at having some parent nights to discuss this issue and others.
4. Moscow Charter School's Five Year Charter Review – a committee will need to be formed to review their charter to make sure that the school is in compliance.
5. Moscow Education Foundation (MEF) Event – a spaghetti feed will be held on October 18 from 4:00-7:30 PM. One thing the Foundation asked is to have all administrators and board members work as servers for the event. There will be a tip jar for them with some type of competition among the servers. Dr. Bailey will be issuing a challenge to staff to provide a cake for purchase and gave further details on this and the event. He also noted that the Foundation is getting ready to begin accepting applications for grant opportunities. Dr. Frenzel asked about the link to the MEF site that should be on the District's website. This will be taken care of and placed under the "Community Interest" link.
6. Dr. Bailey also shared that there will be a four way stop at F & Mountain View soon.
7. Directors Report
 - Business Manager – Jennifer Johnson shared what is going on in the business office in regards to the upcoming financial audit; working with a company to have online payment options for fees; and she also noted that when the board meetings were changed, this affected when Jen Clark could give the audit presentation. She is not available to do it on October 18 but is available to do it on October 24.
 - Operations Director – Charlie Gerke shared that the security project is still progressing and that there has been testing going on with the cameras and doors. Staff will be given key cards or fobs for access to their buildings when they come back to work. The date for completion for this is in October. He also spoke about the summer projects and what has been completed. The online building scheduling is now live and it has been working pretty well. He spoke on the process that the City of Moscow uses for disposing of surplus materials. The summer lunch program ended on a good note and the Kiwanis "Stuff the Bus" fundraiser was very successful. Additionally, Charlie volunteered to help out at the MEF Spaghetti Feed.
 - Curriculum Director – Carrie Brooks shared that she and Kevin Hill attended the State Board of Education board meeting last week. She stated that they were given three questions to answer about Mastery Based Education and present this to the State Board of Education and gave each board member a copy of these questions with their response to each of them. She then moved on to share what will be happening at the August 25 professional development day. She also reported that our district will be a pilot for the revised IRI (Idaho Reading Indicator) assessment test.

- Special Services Director – Shannon Richards shared about all of the recent hires that have been taking place and the need to hire several additional paraprofessionals for special education jobs. ESY (Extended School Year) has ended for the summer, serving 49-50 students, and it went very well. She also reported how Adventure Club has been going for the summer and that for the first time ever there was a cap on enrollment.

Dr. Bailey noted that parents will be getting more information about the move to Mastery-Based Education. He also shared that the audit for special services went very well.

3. CONTINUED BUSINESS

A. Board Goals for 2017/18 – Dawn Fazio, Board Chair

Draft Goals:

1. Learn more about Mastery Based Education.
2. Strengthen skills in effective leadership within the Board of Trustees.
 - a. Attend trainings to learn new skills and strengthen knowledge of good boardsmanship.
 - b. Review and revise policies to achieve consistency across the district.
3. Identify ways and work to improve communication between the District and the following stakeholders.
 - a. The community as a whole.
 - b. Teachers and staff.
 - c. Parents and students.

RESOLUTION 18-22

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the Board Goals for 2017-18 as modified.

Trustee Frenzel moved that the Board approve Resolution 18-22, seconded by Trustee Schmidt. The motion carried 4-0-0.

- #### B. Second Reading: Job Description for Food Service Worker - Dr. Greg Bailey, Superintendent stated this is the second reading and the revisions discussed last month have been made.

RESOLUTION 18-23

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the job description for Food Service Worker as presented.

Trustee Frenzel moved that the Board approve Resolution 18-23, seconded by Trustee Faunce. The motion carried 4-0-0.

- #### C. Second Reading: Job Description for Instructional Assistant, Paraprofessional: English - Dr. Greg Bailey, Superintendent stated the job description for the position of Instructional Assistant, Paraprofessional-English was reviewed and revisions were determined. After the first reading, the suggested changes were made and this job description is being presented for a second reading and approval.

RESOLUTION 18-24

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the job description for Instructional Assistant, Paraprofessional: English, as presented.

Trustee Schmidt moved that the Board approve Resolution 18-24, seconded by Trustee Frenzel. The motion carried 4-0-0.

- D. Second Reading: Section I - Internal Operations: Non-Discrimination - Board Policy 1120.00 - Dr. Greg Bailey, stated that Idaho released a revised Equal Opportunity Notice in December 2016 adding additional categories that are protected from discrimination in the workplace including pregnancy related, sex stereotyping, transgender and gender identity. The EEO (Equal Employment Opportunity) statement in Board Policy needs to be revised to reflect this update. The EEO statement will also need to be changed on every job description. Additionally, it is recommended to change the statement in Board Policies 1120.04, 4000.20, 4905.00, and 6300.00 which also refer to the non-discrimination statement. This is a second reading for this policy change as there were some additional revisions discussed in July and they have been made.

RESOLUTION 18-25

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revision to Section I-Internal Operations, Non-Discrimination Board Policy 1120.00 and Board Policies 1120.04, 4000.20, 4905.00, and 6300.00 that also refer to the non-discrimination statement and

BE IT FURTHER RESOLVED: to replace the current EEO statement on all District job descriptions with the updated statement.

Trustee Frenzel moved that the Board approve Resolution 18-25, seconded by Trustee Faunce. The motion carried 4-0-0.

4. NEW BUSINESS

- A. Transportation Contracts for 2017/18 - Jennifer Johnson, Business Manager stated that the District provides transportation services for Moscow Charter School, St. Mary's Catholic School and Palouse Prairie Charter School. Dr. Bailey shared about a letter he sent to Palouse Prairie Charter School along with their contract that addresses some concerns he had with safety issues regarding their parents and students. He has had a discussion with the director on some alternative drop off/pick up spots for their students.

RESOLUTION 18-26

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2017-2018 Transportation Contracts with Moscow Charter School, St. Mary's Catholic School and Palouse Prairie Charter School as presented.

Trustee Schmidt moved that the Board approve Resolution 18-26, seconded by Trustee Faunce. The motion carried 4-0-0.

- B. Bus Routes, Bus Backup & Turn-around Location Lists, Non-Transportation Zones and Safety Busing Routes - Charlie Gerke, Operations Director/Greg Harris, Transportation Director. Mr. Gerke stated that the bus routes, bus backup & turn-around locations, non-transportation zones and safety busing routes must be reviewed and approved by the Board. Transportation Director, Greg Harris, stated what the changes are and is currently working on updating the maps. Trustee Schmidt asked Mr. Harris if he is still looking to hire bus drivers and he said always and has recently hired some

drivers but still needs more. Mr. Harris also thanked the Board for the incentive program they approved for hiring of bus drivers.

RESOLUTION 18-27

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the Bus Routes, Bus Backup & Turn-around Location List, Non-Transportation Zones and Safety Busing Requests for 2017-18 as presented.

Trustee Frenzel moved that the Board approve Resolution 18-27, seconded by Trustee Schmidt. The motion carried 4-0-0.

- C. Board Meeting Time Change for October Board Meeting – Dr. Greg Bailey, Superintendent stated in order to accommodate the MEF (Moscow Education Foundation) event he was going to ask for a time change to the October 18 board meeting. After Jennifer Johnson’s report, where she noted that the originally scheduled audit presentation was for October 24 and Jen Clark from Hayden Ross is not available on October 18, he is recommending moving the October 18 board meeting to October 24.

RESOLUTION 18-28

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves changing the date for the October 18, 2017 board meeting to October 24, 2017 as recommended.

Trustee Frenzel moved that the Board approve Resolution 18-28, seconded by Trustee Faunce. The motion carried 4-0-0.

- D. Consideration of Athletic Fee for Out of District Cooperatives - Dr. Greg Bailey, Superintendent stated this topic is currently being explored and wanted to give the Board some things to think about for next year. He noted that we currently have a sports fee and activity fee that students in our district pay to participate in sports. When the district engages in a cooperative with other districts, allowing their students to participate with our students in all practices and games, excluding district/state tournaments, those students don’t pay any fees to the district. Dr. Bailey did some checking and if our patrons did not help with any costs, it would be around \$640/per athlete to participate. With the addition of swimming, there has been some interest from students in Potlatch and Genesee wanting to participate. The District currently has a cooperative with Genesee for cross country. Dr. Bailey also noted that if a district offers a sport that we offer, we cannot enter into a cooperative for that sport. He stated that this is just a discussion at this point but believes that it will be something that needs to be investigated further and possible action taken. There were some questions from the Board and further discussion on the topic.

5. CONSENT AGENDA

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Items listed under the consent agenda have gone through Board subcommittee review and recommendation. Items may be removed from the consent agenda at the request of any board member and added to the end of the agenda.

RESOLUTION 18-29

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

Trustee Faunce moved that the Board approve Resolution 18-29, seconded by Trustee Frenzel. The motion carried 4-0-0.

A. Fiscal Services – Board Audit of Expenditures

Payroll, Net Payroll	\$ 763,771.50
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 906,479.65
Accounts Payable, Bill List	\$ 1,017,342.92
TOTAL BILLS and PAYROLL	\$ 2,687,594.07

B. Donations

1. Thank you to Hannah Drake for the \$100 donation to the Summer Lunch Program.
2. Thank you to Dale & Kari Miller for the \$300 donation to the MHS Music Program where the funds will be used towards the purchase of a band trailer.

C. Human Resources

1. **Certified – Hires (pending completion of all documentation)**
Siebe, Jacob, Teacher, Mathematics, MHS, 1.0 FTE, Category 1 one year only contract, effective 8/22/17.
2. **Certified - Stipends**
National Board for Professional Teaching Standards Certification (NBPTS)
Faircloth, Cynthia, Teacher, Language Arts, MMS, 2nd payment, \$2,000, effective 9/25/17.
Stelck, Luella, Teacher, Enrichment and Gifted/Talented, Russell Elementary, 3rd payment, \$2,000, effective 9/25/17.
STEM Conference Attendance
Blount, Gary (Pat), Teacher, Mathematics/Physics, MHS, \$256, effective 8/25/17.
Johnson, Milton (Jim), Teacher, Mathematics, MHS, \$256, effective 8/25/17.
Pollard, Matthew, Teacher, Mathematics/Science, PCRHS, \$96, effective 8/25/17.
3. **Classified – Hires**
Meester, Matthew, Substitute Bus Driver, Transportation, effective 8/8/17.
4. **Classified – Changes/Increase/Decrease**
Dickey, Cory, Substitute Bus Driver, Transportation, change to Route Bus Driver, effective 8/29/17.
Schemmer, Shellie, Substitute Bus Driver, Transportation, change to Substitute Aide, effective 8/29/17.
5. **Classified – Resignations/Terminations/Retirements**
Schwager, Holly, Food Service Worker, MHS, effective 9/11/17.
Temporary Summer Technology Assistants/Custodians/Painters/Groundskeepers:
Cutting, Michael, Temporary Groundskeeper, Building/Grounds, effective 8/10/17.
Johnson, Taya, Temporary Custodian, Buildings/Grounds, effective 8/10/17.
McMillan, Marshall, Summer Technology Assistant, effective 8/25/17.
Utehs, Adam, Temporary Custodian, Buildings/Grounds, effective 8/3/17.
Ward, Katherine, Summer Technology Assistant, effective 8/25/17.
6. **Extracurricular**
Activities Stipend
Wilson-Bailey, Angela, Activities Coordinator, MMS, \$2,762, Fall Activities, effective 9/25/17.
MHS - Hires/Rehires/Changes/Transfers
Lancaster, Audrey, Head V Cross Country Coach, MHS, effective 8/11/17.
Helbling, Phil, Head V Football Coach, MHS, effective 8/7/17.
Amos, Patrick, Assistant V Football Coach, MHS, effective 8/7/17.
Broenneke, Eldon (Brad), Assistant V Football Coach, MHS, effective 8/7/17.

Buchanan, Gayle (Buck), Assistant V Football Coach, MHS, effective 8/7/17.
Carscallen, Zachary, Assistant V Football Coach, MHS, effective 8/7/17.
Edwards, Ky, Assistant V Football Coach, MHS, effective 8/7/17.
Schreiner, Brandon, Varsity Girls Soccer Coach, MHS, effective 8/7/17.
Gayler, Richard, Varsity Boys Soccer Coach, MHS, effective 8/7/17.
Claus, Toni, Varsity Volleyball Coach, MHS, effective 8/11/17.
Hank, Jamie, 9th/C Volleyball Coach, MHS, effective 8/11/17.
Scripter, Tiffany, HS Cheerleader Advisor, MHS, effective 8/7/17.

MMS - Hires/Rehires/Changes/Transfers

Fealy, Genevieve, MS Cross Country Coach, MMS, effective 8/29/17.
Golightly, Kari, MS Assistant Country Coach, MMS, effective 8/29/17.
Wallen, Harper, MS Assistant Country Coach, MMS, effective 8/29/17.
Hespelt, Nate, 7th Grade Football Coach, MMS, effective 8/14/17.
Thill, John, 8th Grade Football Coach, MMS, effective 8/14/17.
Redinger, David, Assistant 7th Grade Football Coach, MMS, effective 8/14/17.
Wilson, William Casey, Assistant 8th Grade Football Coach, MMS, effective 8/14/17.
Payton, Ashley, 8th Grade Volleyball Coach, MMS, effective 8/29/17.
Gingras, Ashley, 7th Grade Volleyball Coach, MMS, effective 8/29/17.
Gingras, Kenneth, 7/8th Grade Volleyball Coach, MMS, effective 8/29/17.
Hirschbiel, Elizabeth, 7/8th Grade Volleyball Coach, MMS, effective 8/29/17.

MHS - Resignations/Terminations/Retirements/Other

Francetich, Sage, JV Boys Soccer Coach, MHS, effective 7/31/17.

MMS - Resignations/Terminations/Retirements/Other

Deahn, Amber, 7/8th Grade Volleyball Coach, MMS, effective 8/2/17.
Dodge, Jamie, 7/8th Grade Volleyball Coach, MMS, effective 8/8/17.
Haley, Matthew, Assistant Cross Country Coach, MMS, effective 8/8/17.
Hirschbiel, Elizabeth, Cheerleader Advisor Assistant, MMS, effective 8/8/17.
Norman-Scutt, Shanti, MS Earth Club Advisor, MMS, effective 6/9/17.
Oths, Jacob, Assistant Football Coach, MMS, effective 8/8/17.

Volunteers

Anderton, Nick, Volunteer, Boys Soccer, MHS, effective 8/11/17.
Bice, Kade, Volunteer, Boys Soccer, MHS, effective 8/11/17.
Brown, Jack, Volunteer, Boys Soccer, MHS, effective 8/11/17.
Mortimer, Mike, Volunteer, Boys Soccer, MHS, effective 8/11/17.
Peterson, Kyle, Volunteer, Boys Soccer, MHS, effective 8/11/17.

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

D. Disposal of Surplus Equipment Value Under \$500 – None this month.

6. SUGGESTIONS AND COMMENTS

A. Public Comments

1. None at this time.

7. EXECUTIVE SESSION

A. Motion and roll call vote for Executive Session pursuant to Idaho Code 74-206 (1) (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student.

RESOLUTION 18-30

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retire into Executive Session pursuant to Idaho Code 74-206 (1) (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student.

Trustee Frenzel moved that the Board approve Resolution 18-30, second by Trustee Faunce. Roll call vote for executive session: Mrs. Fazio – yes, Dr. Frenzel – yes, Dr. Faunce – yes. Mrs. Schmidt - yes. The vote was unanimous for the executive session. A brief break was taken and the Board then entered Executive Session at 8:30 PM, along with Superintendent Greg Bailey and Board Clerk Angie Packard.

8. RETURN TO OPEN SESSION

At 8:39 PM the Chair stated that the Board would be returning to open session and the following action was taken.

RESOLUTION 18-31

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves placing the following probationary stipulations on the student in Case 18-01:

1. The student will not be allowed to have access to a Moscow School District computer account.
2. The student will not be allowed to use Moscow School District computer equipment. The student may utilize a privately owned laptop and use the Moscow School District Guest Wi-Fi.
3. The student will not have the opportunity to take any Moscow School District classes where computer use is obligatory, or where the student is not in direct supervision of the instructor, and

FURTHER RESOLVED: The student must provide restitution of four hundred dollars (\$400) for a portion of the costs incurred by the District due to inappropriate actions taken by the student. Payment must be completed no later than December 31, 2017. Payment must be sent to the Office of the Moscow School District Superintendent and

BE IT FURTHER RESOLVED: Any violation of these terms of probation will constitute immediate removal of the student from school, and the assembly of an expulsion hearing with the Board of Trustees.

Trustee Frenzel moved that the Board approve Resolution 18-31, seconded by Trustee Faunce. The motion carried 4-0-0.

9. ADJOURNMENT

With no further business, the meeting was adjourned at 8:49 PM.