

## REGULAR BOARD MEETING

June 27, 2017

### 1. OPENING ITEMS

- A. The regular meeting of the Board of Trustees of Moscow School District No. 281 was called to order at 7:04 PM, June 27, 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, Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, Eric Torok, 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, and Angie Packard, Board Clerk. There were also eight patrons in the audience.
- C. The agenda was approved by unanimous consent with the following amendments: Delete items #9 & #10 (Executive Session) and to the Item #2: Information - add Item F: Discussion on actual days for board meetings in 2017-18.
- D. The following minutes were presented for approval: May 23, 2017.

### RESOLUTION 17-122

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the May 23, 2017 regular board meeting.

Trustee Frenzel moved that the Board approve Resolution 17-122, seconded by Trustee Schmidt. The motion carried 5-0-0.

### 2. INFORMATION

- A. Good News, Announcements or Presentations
  1. Presentation: Jack Knudsen, McKinstry Casey McGourin – Mr. Knudsen began the presentation by explaining what McKinstry is and does. He has been meeting with Dr. Bailey and several others and has conducted an energy audit on three of the buildings, McDonald, Moscow Middle School and Lena Whitmore, to assess their energy usage. Mr. Knudsen then went through the PowerPoint that details the preliminary audit. He noted the ways schools waste energy and how it affects education. Additionally, aging facilities also affect energy usage. Mr. Knudsen provided the board with a handout that details the audit report. Mr. McGourin then reviewed the document beginning with page 6 and moved through the report addressing the audits done at each targeted building. It was noted that each building had the same typical energy issues. Mr. Knudsen then spoke about the design-build versus the design-bid-build. He also reviewed different financing options.
  2. Presentation: Chair Fazio presented outgoing Trustee Torok with plaque and thanked him, on behalf of the Board, for his service as trustee and that he would be missed.
  3. Trustee Frenzel shared the following from an article in the Daily News: MHS senior, Chandler Miller, led a project to create a small free food pantry as part of a leadership class. These tiny food pantries, stocked with food and other necessities, have been placed around Moscow to provide another option to those who may need help.
- B. Public Comments
  1. Molly Hierschbiel also thanked Trustee Torok for his service on the board.
- C. Superintendent's Report - Dr. Bailey
  1. Elementary Movement Report for 2016/17 – gain of 71 with a loss of 91.

2. End of School Year Enrollment Numbers K-12 – numbers were up from last year with a total 38 new students.
  3. End of Year Report – spoke about PCR’s graduation & MHS graduation. There have been 17 new hires this year and there are 13 retirees.
  4. Upcoming Presentations on Mastery-Based Learning at the IASA August conference where administrators from all over the state will meet.
- 3. FEE INCREASE HEARING: 8:00 PM – Facility Use & Fee Restructuring-** Jennifer Johnson had Charlie Gerke give the rationale for the proposed facility use and fee restructuring. He then went through those costs and changing from a flat fee for four hours/eight hours to an hourly rate. Trustee Frenzel asked Charlie to clarify the non-charge for affiliated groups. It was noted that the cost increase for McDonald Gym should be \$25 for other groups. There were no questions from the audience.

Dr. Bailey resumed his report after the fee increase hearing:

5. Discussions Regarding Request for a 4-way Stop on F Street and Mountain View – met with officials and other interested parties to advocate for a four-way stop at F Street and Mt. View as there is a very strong need for this due to the amount of children that cross at this intersection. There is a very strong possibility that there will be stop signs here when school begins in the fall.
6. ISBA Trainings for 2017-18 – the State provides funding for boards to use for trainings. ISBA provided a listing of available trainings. Trustee Fazio asked the board members to bring training suggestions to the next meeting.
7. Director’s Report
  - Business Manager – Jennifer Johnson reported that her office is continuing to wrap up the 16/17 fiscal year. Next month they will begin audit preparations.
  - Operations Director – Charlie Gerke said it has not been quiet in the operations department. He spoke on the different projects that have been or will be completed this summer. He stated that the Summer Food Program is feeding up to 200 children and adults. He also shared that the security doors are up and running at the District Office. The Tech Crew is very busy and two high school students have been hired as summer helpers. Charlie also stated that Adventure Club is averaging 100 kids per day. Lyle Lair, bus driver, took 3<sup>rd</sup> place at the State Bus Rodeo.
  - Curriculum Director – Carrie Brooks shared a PowerPoint presentation about the district’s assessment data. She began with the results from the spring ISAT testing. Brooks noted that Moscow rates #5 in the State. Brooks also shared how Moscow & Idaho rank among other states who are part of the Smarter Balanced Test. She then moved on to the IRI test results. She did note that the current test is being “retired” and will be replaced next year. There will still be an IRI test, just a different format focusing on five specific areas. It was noted that having an all-day kindergarten program has increased the reading test scores. Brooks concluded her report by saying we have a great district with great teachers.

D. Board Goals: (will be listed as a part of the agenda and meeting minutes each month)

1. Develop an effective process for long range planning.
  - a. Develop a revised mission and vision statement to unify and guide the district.
  - b. Develop a long term facilities plan to communicate the needs of the district.
  - c. Develop a financial plan that will support the needs of the school district.
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.

Trustee Campbell addressed the above goal by sharing what she recently learned at the Farmers Market about having a table to share information about the District. She is suggesting July 8 as a day to be at the Farmer's Market. The trustees were agreeable to doing this.

- E. Resolution(s) for Presentation at ISBA Annual Convention - Kim Campbell, Vice-Chair/Dr. Greg Bailey, Superintendent – Trustee Campbell spoke about a resolution that would address the usage of public funds to provide information on bonds or levies. She stated that it would be good to have ISBA narrow the definition. Trustee Fazio also stated it would be good to propose a resolution on not having board elections in November. Fazio & Campbell will craft a resolution on these two topics and have them ready for the Board's consideration in July. There was discussion on other topics that could be considered. Dr. Bailey spoke about the ability to discuss land purchases in executive session rather than in open session.

A brief break was taken at 9:00 PM.

- F. Discussion on Change of Day for Board Meetings: Trustee Frenzel is proposing a consideration of changing board meetings from Tuesday to Wednesday. Discussion followed and will be addressed at the annual meeting in July.

#### 4. CONTINUED BUSINESS

- A. Final Reading: New Board Policy Section VIII, Policy Range 8600-8699, Security Cameras - Dr. Greg Bailey, Superintendent stated that there have not been any further changes since the last reading in May.

#### **RESOLUTION 17-123**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the new Board Policy, Section VIII, Policy Range 8600-8699 - Security Cameras as presented.

Trustee Frenzel moved that the Board approve Resolution 17-123, seconded by Trustee Torok. The motion carried 5-0-0.

#### 5. NEW BUSINESS

- A. Adoption of 2017-18 Budget - Jennifer Johnson, Business Manager stated that per Idaho Code 33-801, the proposed budget was prepared and posted, with a public hearing held. The hearing was held earlier this evening.

#### **RESOLUTION 17-124**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the proposed budget for fiscal year 2017-18 as presented.

Trustee Torok moved that the Board approve Resolution 17-124, seconded by Trustee Frenzel. The motion carried 5-0-0. Trustee Fazio stated that the budget presentation hearing was well done and easy to understand.

- B. Preliminary Approval of Moscow Charter's Annual Review - Dr. Greg Bailey, Superintendent said that as the charter authorizer for Moscow Charter School, this report provides evidence that they are in compliance with their charter and gives the Board a chance to review it in order to give preliminary approval. Dr. Bailey stated that the documents were very well prepared and that final approval will be pending until the financial audit in October.

**RESOLUTION 17-125**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby gives preliminary approval of the Moscow Charter School Annual Accountability Report, with the financial audit review and final approval scheduled in October 2017.

Trustee Campbell moved that the Board approve Resolution 17-125, seconded by Trustee Frenzel. The motion carried 5-0-0.

- C. 2017-18 Negotiation Agreement Ratification - Dawn Fazio, Chair had Dr. Bailey give the background on this and he went through the changes that were discussed & reached this year. Most notable are the changes to Salary & Benefits. Trustee Fazio thanked everyone who was involved with this process.

**RESOLUTION 17-126**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the 2017-2018 Negotiation Agreement with the Moscow Education Association.

Trustee Frenzel moved that the Board approve Resolution 17-126, seconded by Trustee Torok. The motion carried 5-0-0. Trustee Campbell noted that at the end of negotiations this year it was discussed to consider receiving training specifically directed towards how to negotiate using Interest Based Bargaining techniques.

- D. 2017-18 Salary and Benefit Contribution for Certified Administration & Classified-Exempt Personnel - Dr. Greg Bailey, Superintendent, stated that each year the Board of Trustees reviews salaries and benefits for certified administration and classified-exempt personnel. He is recommending giving them a 3.3% salary increase and a benefit contribution of \$826.

**RESOLUTION 17-127**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the salary increase of 3.3% and benefit contribution of \$826 for certified administration and salary-exempt personnel for 2017-18.

Trustee Campbell moved that the Board approve Resolution 17-127, seconded by Trustee Frenzel. The motion carried 5-0-0.

- E. 2017-18 Salary and Benefit Contribution for Qualified Classified Personnel - Dr. Greg Bailey, Superintendent, stated that each year the Board of Trustees reviews salaries and benefits for qualified classified personnel. He is recommending giving them a 3.3% salary increase and a benefit contribution of \$826.

### **RESOLUTION 17-128**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the salary increase of 3.3% and benefit contribution of \$826 for qualified classified personnel for 2017-18.

Trustee Torok moved that the Board approve Resolution 17-128, seconded by Trustee Schmidt. The motion carried 5-0-0.

- F. Fee Increases for Facility Use - Jennifer Johnson, Business Manager/Charlie Gerke, Operations Director. A fee increase hearing was held earlier tonight that gave detail on the proposed fee increases. This request is to 1) incorporate a fee structure that more accurately reflects the nature of the requests for use of District facilities by outside (non-MSD) user groups; 2) Allow the District to recover maintenance and administrative costs incurred through outside use of District facilities; and 3) Complement policy and procedural changes which coincide with the installation of new security hardware.

### **RESOLUTION 17-129**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281, having held a public hearing as required by law, hereby approves the increases to the fees for Facility Use, effective with the 2017-2018 school year, as recommended and corrected for the gym at McDonald Elementary.

Trustee Torok moved that the Board approve Resolution 17-129, seconded by Trustee Frenzel. The motion carried 5-0-0.

- G. New Out-of-District Open Enrollments for 2017-18 - Dr. Greg Bailey, Superintendent, stated that the District has allowed out of district applications in the past. With the growth in student enrollment within the district, such as occurred last year, and the projected enrollment for 2017-18 to remain the same or higher, it is being recommended to close out of district open enrollment for new applications. Dr. Bailey is recommending that current out of district applications for ongoing students be approved.

### **RESOLUTION 17-130**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the closure of new out-of-district open enrollment applications for K-12 for the 2017-18 school year.

Trustee Frenzel moved that the Board approve Resolution 17-130, seconded by Trustee Schmidt. The motion carried 5-0-0.

- H. 2017-18 Student Handbooks - Dr. Greg Bailey, Superintendent said that student handbooks are reviewed each year. The elementary administrators have met together to review their handbooks for consistency and they did a good job. The secondary handbooks had minor updates to them.

### **RESOLUTION 17-131**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the 2017-18 student handbooks for Lena Whitmore Elementary, A.B. McDonald Elementary, J. Russell Elementary, West Park Elementary, Moscow Middle School, Moscow High School and Paradise Creek Regional High School.

Trustee Frenzel moved that the Board approve Resolution 17-131, seconded by Trustee Schmidt. Trustee Frenzel had a question about the high school's wording in regard to knives and would like to see this updated. The motion carried 5-0-0.

- I. Proposal for Curricular Programming Change: General Applied Mathematics - Carrie Brooks, Curriculum Director, stated that there are students who are at different levels for math and in order to accommodate our students with special needs, it is necessary to alter the current General Applied Mathematics course. It is being recommended to split the course into four sections which would be accommodated up to four years of General Applied Mathematics for students who are in need. Cathy Hannon, MHS Math Department chair was available for questions. There were some questions on how this will work at MHS and with the students.

#### **RESOLUTION 17-132**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the proposal to change the current General Applied Mathematics course to offer four sections beginning in the fall of 2017.

Trustee Frenzel moved that the Board approve Resolution 17-132, seconded by Trustee Schmidt. The motion carried 5-0-0.

- J. Proposal for Curricular Programming Change: Computational Thinking & Problem Solving - Carrie Brooks, Curriculum Director, stated that this proposed course would be for dual credit with the UI and gives another option in Math courses. Currently the only other option for students who don't take Statistics, Pre-Calculus or Calculus, is Business Math, which may be below the academic potential of some students. This course would enable students to gain valuable skills and prepare for a career in computer science, a high demand field with huge potential.

#### **RESOLUTION 17-133**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves adding Computational Thinking and Problem Solving as an additional math course at MHS, beginning in the fall of 2017.

Trustee Frenzel moved that the Board approve Resolution 17-133, seconded by Trustee Schmidt. Trustee Frenzel asked about the "no cost" to add this new program. Cathy Hannon, MHS Math Department chair, explained that the UI will be providing the training and curriculum and it is hoped to maybe have one less class for Business Education. The motion carried 5-0-0.

- K. Request for Alternative Authorization for PE/Health - Dr. Greg Bailey, Superintendent stated that a candidate has been hired that has a PE endorsement but not Health. Per State Department of Education Guidelines, the Board of Trustees must determine by resolution that a need exists in this area as a hard to fill position. As this is for a one semester leave replacement, it was determined that a hiring need existed for this particular position that would be hard to fill.

#### **RESOLUTION 17-134**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 has hereby determined that the candidate with only a PE endorsement was forwarded to the Board of Trustees for a recently advertised PE/Health 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 need in this area and

**NOW, THEREFORE, BE IT FURTHER RESOLVED:** That the Board of Trustees of Moscow School District No. 281 approves the request for alternative authorization for Ky Edwards to fill the PE/Health position (1st semester, leave replacement) at Moscow High School upon completion of the requirements set forth in Idaho State Board of Education Rules.

Trustee Frenzel moved that the Board approve Resolution 17-134, seconded by Trustee Schmidt. The motion carried 5-0-0.

- L. Consideration of Change of Date/Day for July 25, 2017 Board Meeting - Dr. Greg Bailey, Superintendent, stated that the annual meeting that is scheduled for July 25 conflicts with a training that he will be attending. As it is helpful for the superintendent to be at this meeting, Dr. Bailey is recommending changing the date. There was discussion on what date would work for the Board.

#### **RESOLUTION 17-135**

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves changing the date of the annual meeting to July 31, 2017.

Trustee Frenzel moved that the Board approve Resolution 17-135, seconded by Trustee Torok. The motion carried 5-0-0.

- M. MOSS Camp - Dr. Greg Bailey, Superintendent shared that the MOSS Camp has been attended by 6<sup>th</sup> graders for many years. Funds are raised by students but when all the funds are not raised, the difference is paid out of the middle school budget. There has been discussion on what to do with MOSS Camp and the impact it has on families. There was further discussion on different ways on what to do about MOSS camp. It was noted that this is at a discussion level only at this point and will need community input before anything would be decided.
- N. First Reading: New Policy - Unpaid Meal Charges - Charlie Gerke, Operations Director stated that the USDA requires all school districts participating in the National School Lunch and School Breakfast programs to establish and clearly communicate a local unpaid meal charge policy. This policy was reviewed by Mimi Pengilly, Director of Student Nutrition Services and Charlie Gerke, Operations Director, for a first reading to be presented to the Board.
- O. First Reading: Board Policy Section V, Policy Range 5500-5599, Student Records - Dr. Greg Bailey, Superintendent, stated that this policy needed to have some minor revisions to wording so that it is current with federal programming. Additionally, some student information collected and placed in a student's cumulative file that is no longer needed after graduation needs to be clarified. The proposed revisions to this policy are being presented for a first reading.
- P. USAC Appeal - Dr. Greg Bailey, Superintendent, stated that this is part of the E-rate issue with the State of Idaho. As part of the settlement, each district that was involved in this lawsuit must approve the settlement agreement and withdraw their USAC appeal(s) which are currently pending.

### RESOLUTION 17-136

**RESOLVED:** That the Board of Trustees of Moscow School District No. 281 hereby approves the settlement between the FCC, the State of Idaho and Moscow School District, as well as other Idaho school districts of the pending USAC Claims. This settlement appears to be in the District's best interest and helps insure the District's continued access to the E-Rate Program for the District.

Trustee Torok moved that the Board approve Resolution 17-136, seconded by Trustee Frenzel. The motion carried 5-0-0.

### 6. 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 17-137

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

Trustee Torok moved that the Board approve Resolution 17-137, seconded by Trustee Frenzel. The motion carried 5-0-0. Trustee Fazio expressed the Board's thanks for the listed donations.

#### A. Fiscal Services – Board Audit of Expenditures

|  |                        |
|--|------------------------|
| Payroll, Net Payroll                                     | \$ 888,629.64          |
| Payroll Withholdings: Benefits / Federal Tax / State Tax | \$ 948,327.70          |
| Accounts Payable, Bill List                              | \$ 800,196.00          |
| <b>TOTAL BILLS and PAYROLL</b>                           | <b>\$ 2,637,153.34</b> |

#### B. Donations

1. Thank you to Shawn & Barbara Richards for the \$30 donation to MMS to enhance the opportunities in their Drama Club.
2. Thank you to Debbie Kadlec, Sustainable Gardens, for the donation of a greenhouse, valued at \$150, to the Earth Club at MMS.
3. Thank you to Teri Smith for the generous donation of \$722 to McDonald Elementary for the 2nd graders field trip.

#### C. Human Resources

1. **Administration – Hire**  
Henderson, Douglas, Assistant Principal, MMS, 1.0 FTE, 210 days/year, effective 8/8/17.
2. **Administration – Changes/Increase/Decrease**  
Allen, Craig, Principal, Russell Elementary and Assistant Principal Activities Director, MMS, reassignment to Principal, Russell Elementary, 1.0 FTE, 210 days/year, effective 8/8/17.
3. **Certified – Hires (pending completion of all documentation)**  
Brynstad, Erik, Teacher, Special Education, MHS, 1.0 FTE, effective 8/22/17.  
Dahl, Leah, Teacher, Music, MHS, 1.0 FTE, 2 extended contract days, effective 8/22/17.  
Edwards, Ky, Teacher, PE, MHS, 1.0 FTE, 1<sup>st</sup> semester only leave replacement, effective 8/22/17.  
Fowers, Brooke, Teacher, Kindergarten, West Park Elementary, 1.0 FTE, effective 8/22/17.  
Hightower, Anne, Teacher, Academic Strategies/Study Skills, MHS, 1.0 FTE, effective 8/22/17.  
McGough, Jillian, Teacher, Kindergarten, McDonald Elementary, 1.0 FTE, effective 8/22/17.



Prevost, Anna, Teacher, Art, MMS, 1.0 FTE, one year only leave replacement, effective 8/22/17.  
Russell, Zachary, Teacher, Technology Ed, MHS, 1.0 FTE, 7 extended contract days, effective 8/17/17.

Tripepi, Karen, Gifted/Talented Facilitator, McDonald Elementary, .60 FTE, effective 8/22/17.

*Extended School Year (ESY) Program*

Dial, Tami, Speech Language Pathologist, effective 6/19/17.

Paul, Shahna, Teacher, Special Education, additional assignment, effective 6/19/17.

4. **Certified - Stipends**

Lopez-Holzman, Gabriela, Teacher, Deaf/Hard of Hearing, District-wide, reassignment from .75 FTE to 1.0 FTE, effective 8/22/17.

5. **Certified – Resignations/Terminations/Retirements**

*Case Load Overage – 2nd Semester – Elementary*

Briggs, Colin, Teacher, PE, Lena Whitmore, \$350 stipend, case load over in two 2<sup>nd</sup> grade classes by 7 students.

Edwards, LaDene, Teacher, Music, Lena Whitmore, \$350 stipend, case load over in two 2<sup>nd</sup> grade classes by 7 students.

*Driver's Education:*

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$4,048 stipend for being a summer Driver's Ed instructor.

*Fuel Up to Play 60 Advisors:*

Fealy, Genevieve, Teacher, PE/Health, MMS, \$125 stipend.

Lynn, Jennifer, Teacher, Business Technology, MMS, \$125 stipend.

*Spring 2017 Concurrent Enrollment Course:*

Brandt, Thomas, Teacher, Mathematics, MHS, \$1,400 stipend for teaching 1 spring 2017 course.

Eareckson, Lee Anne, Teacher, French, MHS, \$500 stipend for teaching 1 spring 2017 course.

Hightower, Mike, Teacher, Language Arts, MHS, \$840 stipend for teaching 1 spring 2017 course.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$380 stipend for teaching 1 spring 2017 course.

Lyon, Rachel, Teacher, Language Arts, MHS, \$1,320 stipend for teaching 1 spring 2017 course.

McMurtry, Amy, Teacher, Art, MHS, \$580 stipend for teaching 1 spring 2017 course,

Quinn, Mark, Teacher, Science, MHS, \$660 stipend for teaching 2 spring 2017 courses.

Stafford, Julie, Teacher, Business/Psychology, MHS, \$400 stipend for teaching 1 spring 2017 course.

Tanner, Michelle, Teacher, Social Studies, MHS, \$360 stipend for teaching 1 spring 2017 course.

*Professional Development Committee (PDC) Attendance:*

Bean, Carly, Gifted Talented Facilitator, MHS, \$150.00 stipend for attending 3 meetings.

Markley, Rick, Teacher, PE, Russell/West Park elementary schools, \$200 stipend for attending 4 meetings.

Spangler, Julie, Teacher, Grade 1, West Park Elementary, \$150 stipend for attending 3 meetings.

Staszko, Nina, Teacher, Grade 4, Lena Whitmore Elementary, \$150 stipend for attending 3 meetings.

*Insurance Committee Attendance:*

Aiello, Rachel, Teacher, Math, MMS, \$45.44 stipend for attending 2 meetings.

Albrecht, Jason, Teacher, Social Studies, MMS, \$45.44 stipend for attending 2 meetings.

Allenger, Bob, School Psychologist, MHS/MMS, \$227.20 stipend for attending 10 meetings.

Carscallen, Lisa Teacher, PE, McDonald Elementary, \$181.76 stipend for attending 8 meetings.

Conway, Amy, School Nurse, District-wide, \$136.32 stipend for attending 6 meetings.

Dunworth, Jenette, Teacher, Math, MMS, \$181.76 stipend for attending 8 meetings.

Faircloth, Cynthia, Teacher, Language Arts, MMS, \$159.04 stipend for attending 7 meetings.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$204.48 stipend for attending 9 meetings.

Iverson, Brenda, Teacher, Grade 1, McDonald Elementary, \$22.72 stipend for attending 1 meeting.

Merten, Mary Kay, Teacher, Special Education, MHS, \$181.76 stipend for attending 8 meetings.

Parce, Jerri, Teacher, Grade 6, MMS, \$227.20 stipend for attending 10 meetings.

Ringo, Tiffany, Teacher, Grade 3, Lena Whitmore Elementary, \$204.48 stipend for attending 9 meetings.

Summers, Teri, Teacher, Grade 1, West Park Elementary, \$227.20 stipend for attending 10 meetings.

*Leadership Positions effective 6/23/17:*

Abbott, Pepper, Teacher, Grade 3, McDonald Elementary, \$974 stipend.

Adams, Glenn, Teacher, Title I, Russell Elementary, \$1,948 stipend.

Aiello, Rachel, Teacher, Mathematics, MMS, \$2,922 stipend.

Albrecht, Jason, Teacher, Social Studies, MMS, \$1,948 stipend.

Albrecht, Stacy, Teacher, Grade 6, MMS, \$974 stipend.

Ardern, Kara, Teacher, Title I, West Park Elementary, \$1,948 stipend.

Barnes, Robin, Teacher, PE/Health, MHS, \$974 stipend.

Bascom, Weston, Teacher, Grade 4, McDonald Elementary, \$974 stipend.

Baxter, Kathy, Teacher, Language Arts, MHS, \$974 stipend.

Belknap, Lisa, Teacher, Grade 2, Lena Whitmore Elementary, \$1,948 stipend.

Berg, Lee, Teacher, Grade 5, McDonald Elementary, \$974 stipend.

Brandt, Tom, Teacher, Mathematics, MHS, \$974 stipend.

Briggs, Colin, Teacher, PE, Lena Whitmore Elementary, \$974 stipend.

Carscallen, Lisa, Teacher, PE, McDonald Elementary, \$1,948 stipend.

Cary, Justin, Teacher, Language Arts/Social Studies, PCR, \$974 stipend.

Cerovski, Marilou, Teacher, Grade 1, West Park Elementary, \$974 stipend.

Druffel, Sally, Teacher, Grade 4, Lena Whitmore Elementary, \$1,948 stipend.

Eareckson, Lee Anne, Teacher, Foreign Language/Science, MHS, \$974 stipend.

Fitze, Kristine, Teacher, Grade 1, McDonald Elementary, \$974 stipend.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$2,922 stipend.

Freeland, Kris, Teacher, Grade 2, West Park Elementary, \$974 stipend.

Gillette, Cheryl, Teacher, Grade 3, Lena Whitmore Elementary, \$974 stipend.

Gingras, Ashley, Teacher, Grade 4, Russell Elementary, \$2,922 stipend.

Haley, Matthew, Teacher, Social Studies, MMS, \$2,022 stipend.

Hannon, Catherine, Teacher, Math, MHS, \$974 stipend.

Hespelt, Nate, Counselor, MMS, \$2,022 stipend.

Hightower, Jenni, Counselor, West Park Elementary & PCRHS, \$2,922 stipend.

Hightower, Michael, Teacher, Language Arts, MHS, \$1,948 stipend.

Hill, Cherisse, Teacher, Grade 3, Russell Elementary, \$1,948 stipend.

Hoogsteen, Sam, Teacher, Social Studies, MHS, \$1,572 stipend.

Horne, Jana, Teacher, Grade 2, McDonald Elementary, \$974 stipend.

Jackson, Ruby, Teacher, Special Education, PCR, \$2,922 stipend.

Jakich, Charlene, Counselor, MHS, \$2,922 stipend.

Karr, Paula, Teacher, Kindergarten, West Park Elementary, \$1,948 stipend.

Kirkland, Melissa, Teacher, Social Studies, \$974 stipend.

Lawton, Lori, Teacher, Science, MMS, \$974 stipend.

Lawton, Ned, Teacher, Science, MMS, \$974 stipend.

Leidholm, Vicki, Teacher, Grade 2, West Park Elementary, \$974 stipend.

Lynn, Jennifer, Teacher, Business Technology, MMS, \$2,922 stipend.  
Lyon, Rachel, Teacher, Language Arts, MHS, \$2,922 stipend.  
Lyons, Monica, Counselor/School Psychologist, Russell & West Park elementary schools, \$1,461 stipend.  
Mahoney, Susan, Teacher, Title I, Lena Whitmore Elementary, \$1,948 stipend.  
McMurtry, Amy, Teacher, Art, MHS, \$974 stipend.  
McNally, Renee, Teacher, Grade 2, Lena Whitmore Elementary, \$974 stipend.  
Mock, Judy, Teacher, Grade 5, Lena Whitmore Elementary, \$974 stipend.  
Mueller, Melissa, Teacher, Grade 5, Russell Elementary, \$2,922 stipend.  
Nagler, Faye, Library Media Generalist, Elementary Schools, \$974, stipend.  
Nelson-Price, Rebecca, Teacher, Language Arts, MMS, \$1,948 stipend.  
Nickodemus, Jessica, Teacher, Science, MMS, \$974 stipend.  
Palmer, Heidi, Teacher, Kindergarten, McDonald Elementary, \$1,948 stipend.  
Pancheri, Patricia, Teacher, G/T and Literacy, McDonald Elementary, \$974 stipend.  
Pannkuk, Molly, Teacher, Grade 1, Lena Whitmore Elementary, \$974 stipend.  
Parce, Jerri, Teacher, Grade 5, McDonald Elementary, \$974 stipend.  
Paul, Shahna, School Psychologist, Lena Whitmore and McDonald Elementary Schools, \$1,948 stipend.  
Payton, Ashley, Teacher, Grade 5, Russell Elementary, \$2,922 stipend.  
Pollard, Jennifer, Teacher, Strategies/Study Skills/Science, MHS, \$974 stipend.  
Pollard, Matthew, Teacher, Mathematics/Science, PCRHS, \$1,948 stipend.  
Raney, Meghan, Counselor, Lena Whitmore Elementary, \$1,948 stipend.  
Ray, Geri, Teacher, Special Education, McDonald Elementary, \$974 stipend.  
Riely, Emma, Teacher, Kindergarten, McDonald Elementary, \$974 stipend.  
Ringo, Tiffany, Teacher, Grade 3, Lena Whitmore Elementary, \$974 stipend.  
Roll, Kate, Teacher, Grade 1, Lena Whitmore Elementary, \$2,922 stipend.  
Rylee, Stephanie, Teacher, Special Education, West Park Elementary, \$2,996 stipend.  
Schiffelbein, Aaron, Counselor, McDonald Elementary, \$974 stipend.  
Shawley, Jessica, Teacher, PE, MMS, \$974 stipend.  
Singleton, Cory, Teacher, Special Ed, MHS, \$2,022 stipend.  
Spangler, Wendy, Teacher, Kindergarten, West Park Elementary, \$974 stipend.  
Spellman, Emily, Teacher, Kindergarten, McDonald Elementary, \$974 stipend.  
Spinarski, Krysta, Teacher, Grade 3, McDonald Elementary, \$1,948 stipend.  
Stafford, Julie, Teacher, Business, MHS, \$2,922 stipend.  
Stelck, Lulu, Enrichment/Gifted Talented Facilitator, Russell Elementary, \$974 stipend.  
Stone, Natalie, Counselor, MMS, \$2,022 stipend.  
Summers, Terilyn, Teacher, Kindergarten, West Park Elementary, \$2,922 stipend.  
Telecky, Jessica, Teacher, Grade 5, Russell Elementary, \$974 stipend.  
Thompson, Wendy, Teacher, Grade 4, McDonald Elementary, \$974 stipend.  
Tribelhorn, Brenda, Teacher, Special Education, MMS, \$974 stipend.  
Utehs, Adam, Teacher, Kindergarten, West Park Elementary, \$974 stipend.  
Vietmeier, Kathy, Teacher, Grade 2, West Park Elementary, \$1,948 stipend.  
Wear, Doris, Library Media Generalist, MHS, \$1,948 stipend.  
Wear, Michael, Teacher, Social Studies, MHS, \$1,948 stipend.  
Weesner, Janice, Teacher, G/T, Lena Whitmore and West Park Elementary Schools, \$2,922 stipend.  
Wilson-Bailey, Angela, Teacher, Social Studies, MMS, \$1,948 stipend.

6. **Certified – Resignations/Terminations/Retirements/Other**

Spangler, Wendy, Teacher, Kindergarten, West Park Elementary, effective 6/9/17.

*Certified – Category 1 One Year Only Contracts Complete:*

Cangialosi, Jenna, Teacher, Mathematics, MHS, effective 6/9/17.

Jasienski, Jill, Teacher, Special Education, MHS, effective 6/9/17.

Swarthout, Timothy, Teacher, Technology Ed, MHS, effective 6/20/17.

7. **Classified – Hires**

Heckel, JoAnne, Aide, McDonald Elementary, 7.25 hours/day, effective 8/28/17.

Nielson, Aimee, Instructional Assistant Paraprofessional, Reading Intervention, McDonald Elementary, 3.75 hours/day, effective 10/9/17.

Perry, Kelly, Instructional Assistant Paraprofessional, Reading Intervention, McDonald Elementary, 3.75 hours/day, effective 10/9/17.

*Buildings/Grounds Temporary Summer Hires and Additional Assignments:*

Braase, Riley, Temporary Custodian, 40 hours/week, effective 6/19/17.

Chandler, Deven, Temporary Custodian/Painter, 40 hours/week, effective 6/19/17.

Dunworth, Jenette, Temporary Custodian/Painter, 40 hours/week, effective 6/19/17.

Heiniger, Barbara, Temporary Custodian/Painter, 40 hours/week, effective 6/19/17.

Johnson, Megan, Temporary Custodian, 40 hours/week, effective 6/19/17.

Johnson, Taya, Temporary Custodian/Painter, 40 hours/week, effective 6/19/17.

Patterson, Michelle, Temporary Custodian/Painter, 40 hours/week, effective 6/19/17.

Utehs, Adam, Temporary Custodian/Painter, 40 hours/week, effective 6/12/17.

White, Lucus, Temporary Groundskeeper, 40 hours/week, effective 6/19/17.

*Extended School Year (ESY) Program – Hires and Additional Assignments:*

Brooker, JoDee, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

Crawford, Roger, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

Fleischman, Kathleen, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

Kozlowski, Tammi, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

Stanton, Meril, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

Ware, Kayla, Instructional Assistant Paraprofessional, 4.5 hours/day, 3-4 days per week, 6 weeks, effective 6/19/17.

8. **Classified – Changes/Increase/Decrease**

Borchers, Patricia, Instructional Assistant Paraprofessional, English, MMS, transfer to Secretary, 7.5 hours/day, 205 days/year, effective 8/8/17.

Pierce-Garnett, David, Adventure Club Director, salary adjustment per duties, effective 7/1/17.

Pope, Connie, Aide, McDonald Elementary, decrease from 3.75 to 2.75 hours/day, effective 5/18/17.

Sims, Wendy, Food Service Worker, MMS, transfer from 7.5 hours/week to 6.5 hours/day, effective 8/28/17.

9. **Classified – Stipend**

Boardman, Sidney, Substitute Bus Driver, Transportation, \$125 second half of sign-on bonus, effective 6/23/17.

10. **Classified – Resignations/Terminations/Retirements**

Collins, Jennifer, Aide, Transportation, effective 4/19/17.

Edwards, Ky, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 6/9/17.

Hudelson, Genevieve, Instructional Assistant Paraprofessional, Special Education, West Park Elementary, effective 6/8/17.

Hyde, Derek, Bus Driver, Transportation, effective 6/9/17.

Kriebel, Candi, Aide, Classroom Overage, West Park Elementary, effective 6/8/17.

Manson, Stephanie, Aide, Classroom Overage, West Park Elementary, effective 5/23/17.

Merten, Ashley, Instructional Assistant Paraprofessional, Special Education, MHS, effective 6/8/17.

Nielson, Aimee, Instructional Assistant Paraprofessional, Reading Intervention, McDonald Elementary, effective 6/8/17.

Tripepi, Karen, Instructional Assistant Paraprofessional, Reading Intervention, McDonald Elementary, effective 6/8/17.

*End of Literacy Intervention Program:*

Heisel, Britt, Instructional Assistant Paraprofessional, Russell Elementary, effective 6/1/17.

Manson, Stephanie, Instructional Assistant Paraprofessional, West Park Elementary, effective 5/23/17.

Perry, Kelly, Instructional Assistant Paraprofessional, McDonald Elementary, effective 5/26/17.

Smith, Margi, Instructional Assistant Paraprofessional, West Park Elementary, effective 5/26/17.

Quist, Lorie, Instructional Assistant Paraprofessional, McDonald Elementary, effective 5/26/17.

Scruggs, Shelly, Instructional Assistant Paraprofessional, McDonald Elementary, effective 5/26/17.

*MHS Student Employees:*

Coldsnow, Joseph, Auditorium Tech, MHS, effective 6/9/17.

Cox, Garrett, Auditorium Tech, MHS, effective 6/9/17.

Flint, Milo, Kitchen Helper, MHS, effective 6/9/17.

Malm, Tim, Auditorium Tech, MHS, effective 6/9/17.

Schwager, Max, Kitchen Helper, MHS, effective 6/9/17.

Wolcott, Warren, Auditorium Tech, MHS, effective 6/9/17.

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

*Cheerleading – MMS Hire*

Roberts, Ann Marie, Cheerleader Advisor, MMS, effective 8/29/17.

*Football – MHS Hires*

Utehs, Adam, Assistant Football Coach, MHS, effective 8/7/17.

*Football – MMS Resignations/Terminations/Retirements*

Bydalek, Andrew, Assistant Football Coach, MMS, effective 6/5/17.

*Boys Basketball – MMS Resignations/Terminations/Retirements*

Bydalek, Andrew, 8<sup>th</sup> Grade Boys Basketball Coach, MMS, effective 6/5/17.

*Girls Basketball – MMS Resignations/Terminations/Retirements*

Bydalek, Andrew, 8<sup>th</sup> Grade Girls Basketball Coach, MMS, effective 6/5/17.

*Activities Workers – MHS*

Carpenter, Trinity, Activities Worker, MHS, effective 6/1/17.

*Volunteer – MHS*

Sperry, Rick, Football Volunteer, MHS, effective 5/23/17.

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

1. Outdated library books (over 10 years old) from MMS – no value.
2. Golf Bags (8) that are being replaced - \$20 value each.

**7. SUGGESTIONS AND COMMENTS**

A. Public Comments

1. None at this time.

**8. ADJOURNMENT**

With no further business, the meeting was adjourned at 10:11 PM.