

REGULAR BOARD MEETING

August 25, 2015

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 25, 2015 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The hearing 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 Margaret Dibble, Zone 5. Staff members present were Dr. Greg Bailey, Superintendent, Susan Clark, Business Manager, Carrie Brooks, Curriculum Director, Shannon Richards, Special Services Director and Angie Packard, Board Clerk. There were also five patrons in the audience.
- C. The agenda was amended with an addition to executive session for personnel and was then approved by unanimous consent.
- D. The following minutes were presented for approval: Annual Board Meeting, July 28, 2015.

RESOLUTION 16-14

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Annual Board Meeting, July 28, 2015 as presented.

Torok moved that the Board approve Resolution 16-14, seconded by Frenzel. The motion carried 5-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
 1. Congratulations to the following MHS students who have achieved a perfect 4.0 cumulative GPA, Anna Bales, Grant Clary, Willow Crites, Jillian Hohnholz, Daniel Johnson, Grace McGreevy, Fiona O'Murphy, Ethan Odberg, Nick Pancheri, Avery Pierce-Garnett, Anthony Plummer, Bryce Poplawsky, Katherine Reagan, Josephine Sanford, Ashlie Spickler, Jenna Stubbers, Tia Vierling, Sheridyn Weller, Lena Werner, Jenna Woolley, Satoka Abo, Abigail Baune, Lyssa Blood, Johan Boll, Emma Carscallen, Rachele Catt, Emma Clark, Whitney Cook, Leah Dreesmann, Joseph Ewers, Eliana Fender, Hayley Fleischman, Addison Golightly, Clair Haeder, Noah Libnitz, Savannah Ries, Grace Schook, Isabell Strawn, Sarah Thorsteinson, Neeraj Utgikar, Rachel Bayly, Rachel Bechtel, Evie Caldwell, Madysen Cochran, Rachel Cook, Laura Hannon, Erin Kwiatkowski, Rylie Malm, Jordan Northcutt, Emma Prall, Chad Robertson, Megan Rourke, and Victoria Wilk.
 2. Dr. Bailey offered congratulations to Mike Sprenger for a reward he received from IHSAA for all his contributions to sports in the Moscow School District as well as Troy and Genesee. It will be presented to him at a later date.
- B. Public Comments
 1. LaDene Edwards, Lena Music teacher, spoke about class loads and sizes at the elementary level and class sizes that the elementary specialists, specifically at Lena, are going to have this year. Additionally, she if the guidelines applied to bake sales.

C. Superintendent's Report - Dr. Bailey

1. Certificated staff coming back tomorrow, paraprofessionals will be back on Friday, and aides on the first day of school.
2. Facilities Update – construction crews have been coming back and completing punch list items. The floor around the basketball court has been waxed and the metal around the floor has been removed which has made it safer for our student athletes. Handicap accessibility in the bleachers on the football field is being addressed with the help of the Bear Boosters.
3. Wellness Survey results – this was conducted last year among our staff. The results were given to the Board.
4. Addressed the smoke and how it affects sports and recesses. The first football game of the year will be held at the Kibbie Dome this Friday night. Cross country and soccer have been canceled this week. If the smoke continues to be an issue once school starts, steps will be taken to ensure our students are protected based on the Air Quality Index.
5. SAT Scores – our scores were a little down but overall were pretty good. Dr. Bailey stated the ACT report came in today and our district did very well. A question was asked if there was previous data to look at and past reports are available.
6. IASA Conference – all the administrators, except one, went down to Boise for this conference. There were a couple of good speakers and overall the conference was good.
7. Directors Report
 - Business Manager – Sue Clark – the summer food program served 204 children per day; the business office is in the midst of getting ready for the financial audit; bus transportation was provided to help with the summer food program, two buses were made available for the “Stuff the Bus” and Aug. 31 is the annual kindergarten student and parent ride day.
 - Curriculum Director – Carrie Brooks – updated the Board on professional development that will be taking place on Thursday and on Oct. 1 & 2. She then moved on to the Idaho Reading Indicator (IRI) test data results from the spring and gave an overview of each grade.
 - Special Services Director – Shannon Richards shared that she has been spending a great deal of her time filling all the open positions for special education paraprofessionals that are needed. She also shared that there will be several students that will need one on one care with specialized needs that she will review with the school nurse. Additionally, Medicaid reimbursement has been up and she will provide a report with that data. She further stated that she believes this has been a direct result of Val Legoll’s diligence with the assistance of the special education teachers.

D. Open House / Welcome Back Events have been scheduled and shared with the Board.

E. ISBA Annual Convention – the Board will let the Clerk know of their plans to attend.

F. Other

1. Region II ISBA meeting will be on Wednesday, Sept. 23 from 6-9pm at the Red Lion in Lewiston. RSVP must be turned in soon.
2. Dr. Bailey shared he went to Lewiston last week to a joint meeting with Lewiston and Moscow chambers and the Idaho legislators.
3. Chair Fazio noted the flier that was handed out inviting the Board to a BBQ on Thursday sponsored by the MEA.

3. CONTINUED BUSINESS

A. Board Goals for 2015/16 – Dawn Fazio, Board Chair stated that the board had a workshop prior to the board meeting to discuss the board goals for 2015/16. Dr. Bailey added some additional comments. The goals will be finalized next month.

- B. Revision to Section I - Board Policy 1250.30 Foods & Beverages Sold Individually - The proposed revisions to Policy 1250.30 parts A & B related to selling food and beverages at the elementary and secondary schools and also adding an appendix for the healthy snack list were presented for a first reading in July. No additional revisions have been made. There was discussion on the healthy snack list.

RESOLUTION 16-15

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to Board Policy 1250.30 as presented.

Dibble moved that the Board approve Resolution 16-15, seconded by Campbell. The motion carried 5-0-0.

4. NEW BUSINESS

- A. Transportation Contracts for 2015/16 - Sue Clark, Business Manager - The District provides contracted transportation services for Moscow Charter School, St. Mary's Catholic School and Palouse Prairie Charter School. The District has existing routes and can safely transport students on a space available status. Non-reimbursable costs must be paid by the charter/private schools. There is no additional cost to the District as the charter/private schools pay for the transportation services.

RESOLUTION 16-16

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

Dibble moved that the Board approve Resolution 16-16, seconded by Frenzel. Torok asked if our insurance covers this and Dr. Bailey confirmed it does. The motion carried 5-0-0.

- B. Bus Routes, Bus Backup & Turnaround Location Lists, Non-Transportation Zones and Safety Busing Routes - Sue Clark, Business Manager presented the routes to the Board.

RESOLUTION 16-17

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

Frenzel moved that the Board approve Resolution 16-17, seconded by Torok. Fazio asked Greg Harris, Transportation Director, if he wished to address any of the changes and he said they were very minimal. The Board thanked him for his work and for coming to the meeting. The motion carried 5-0-0.

- C. 2015-16 Negotiations Agreement Ratification - Dawn Fazio, Chair, stated that the Board has received word that the MEA ratified the agreement and thanked everyone for their hard work. There was discussion on how the negotiations went and each board member that was a part of them felt they went very well. Supt. Bailey also said the negotiations were very cordial.

RESOLUTION 16-18

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2015-2016 Negotiations Agreement with the Moscow Education Association as presented.

Frenzel moved that the Board approve Resolution 16-18, seconded by Torok. The Board expressed thanks to the MEA for their work. The motion carried 5-0-0.

- D. 2015-16 Salary and Benefit Contribution for Certified Administration & Classified-Exempt Personnel - Dr. Greg Bailey, Superintendent, stated that each year the Board reviews salaries and benefits of certified administration and classified-exempt employees. It is his recommendation to give a 2.8% increase in salary and \$20 increase in fringe benefits to certified administration and classified-exempt personnel.

RESOLUTION 16-19

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2.8% salary increase and \$20 benefit contribution increase for certified administration and classified-exempt personnel as presented.

Dibble moved that the Board approve Resolution 16-19, seconded by Frenzel. The motion carried 5-0-0.

- E. 2015-16 Salary and Benefit Contribution for Qualified Classified Personnel - Dr. Greg Bailey, Superintendent, stated that each year the Board reviews qualified classified personnel salaries and benefits. He is recommending an increase of 3% and a \$20 benefit contribution to classified personnel salaries, with the exception of extra-curricular and student worker positions. Additionally, after the 3% increase, he is also recommending any positions that are under \$12.50 to be raised to \$12.50 (which is the poverty rate) and increase the days for building aides by two, one day before school starts and one day after school ends. There was discussion on the cost for this recommendation.

RESOLUTION 16-20

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves salary increase and benefit contribution for qualified classified personnel, as presented.

Frenzel moved that the Board approve Resolution 16-20, seconded by Campbell. Dibble asked Dr. Bailey to summarize the recommendation which is a 3% increase in salary and a \$20 benefit contribution for all qualified classified employees and after that, anyone who is below the \$12.50 hourly rate will be raised to \$12.50. Student employees and extra-curricular positions are not included in the rate increase. Dibble asked about the substitute rates and Dr. Dailey stated they will be addressed later. The motion carried 5-0-0.

- F. Revisions to the Classified Employee Handbook - Dr. Greg Bailey, Superintendent, stated that the classified employee handbook provides information for the District's classified employees. The handbook needed some minor revisions for the purpose of better communication of expectations, guidance, and security for the classified personnel and school district leadership. Dr. Bailey then reviewed the changes.

RESOLUTION 16-21

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the Classified Employee Handbook as presented.

Campbell moved that the Board approve Resolution 16-21, seconded by Torok. The motion carried 5-0-0.

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.

A. Fiscal Services – Board Audit of Expenditures

Payroll, July Net Payroll	\$ 714,519.70
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 810,333.37
Accounts Payable, July Bill List	\$ 942,436.69
TOTAL BILLS and PAYROLL	\$ 2,467,189.76

B. Donations

1. Thank you to the following individuals, Gary Bryan & Nancy Chaney, \$100; Alice & Erol Barbut, \$75; and Carl & Shirley Koenen, \$50, for their generous donations to support sending a second teacher to the Met's intensive teacher training workshop in New York City as part of the "Met: HD Live in Schools" program
2. Thank you to Clarkston Costco for the donation of 30 backpacks to the elementary schools.

C. Human Resources

1. **Administration - Hire**
Abendroth, Lance, Assistant Principal/Activities Director, MHS, 1.0 FTE, 220 days, effective 8/5/15.
2. **Certified – Hires**
Tanner, Michelle, Teacher, Social Studies, MHS, 1.0 FTE, Category 1 one year only contract, effective 8/26/15.
3. **Certified – Hires (pending completion of all documentation)**
Gregory, Timothy, Teacher, Art, MHS, .50 FTE, Category 1 one year only contract, effective 8/26/15.
Ridgeway, Hanna, Gifted/Talented Facilitator, Lena Whitmore and West Park Elementary Schools, 1.0 FTE, Category 1 one year only contract, effective 8/26/15.
4. **Certified – Changes/Increase/Decrease**
Adams, Glenn, Teacher, Special Education, PCRHS, and Intervention Specialist, District-wide, transfer to Teacher, Title I, Russell Elementary, 1.0 FTE, effective 8/26/15.
5. **Classified – Hires**
Brandner, Vickie, Secretary, McDonald Elementary, 7.5 hours/day, 210 days/year, effective 8/12/15.
Nielson, Aimee, Instructional Assistant Paraprofessional, Reading/Math Intervention, McDonald Elementary, 3.75 hours/day, effective 8/28/15.
Riebold, Katherine, Secretary, Curriculum, District Office, 8 hours/day, 230 days/year, effective 8/28/15.
Schmidt- Carlson, Carolyn, Group Leader, Adventure Club, effective 8/24/15.
Sedano, Jackelyn, Secretary, Counseling, MHS, 6 hours/day, 200 days/year, effective 8/24/15.
West, John, Custodian, Night, District-wide, 8 hours/night, effective 8/26/15.

6. **Classified – Stipend**

Pengilly, Mimi, Director of Student Nutrition, District-wide, \$547.17 stipend for additional hours worked for the summer food program, effective 8/25/15.

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

Belchoff, Donald, Custodian, Day, MHS, reassignment to Custodian, Day, Russell Elementary, 8 hours/day, effective 8/24/15.

Caudle, Amanda, Instructional Assistant Paraprofessional, Special Education Program, Speech Language, decrease from 32.5 to 14.75 hours/week, effective 8/28/15.

Frederick, Randi, Food Service Worker, MMS, increase hours from 6.25 to 6.75 hours/day, effective 9/1/15.

Hall, Klarissa, Cook, West Park Elementary, increase hours from 5.75 to 6 hours/day, effective 9/1/15.

Legoll, Valerie, Secretary/Medicaid Compliance Technician, District Office, change from combined position to Medicaid Compliance Technician, 6 hours/day, effective 8/12/15.

Neal, Allison, Food Service Worker, increase hours from 3.5 to 4 hours/day, effective 9/1/15.

Tanner, Stacy, Custodian, Day, Russell Elementary, reassignment to Custodian, Day, MHS, 8 hours/day, effective 8/24/15.

Wagner, Heidi, Food Service Worker, decrease from 4.5 to 4 hours/day, effective 9/1/15.

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

Brehm, Patricia, Cook, Lena Whitmore, effective 9/25/15.

Feezell, Allie, Group Leader, Adventure Club, effective 8/14/15.

Guthrie, Isabelle, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 8/21/15. Hawley, Charlotte, Aide, West Park Elementary, effective 10/9/15.

Hill, Jacki, Instructional Assistant Paraprofessional, Special Education Program, MMS, effective 6/5/15.

Johnson, Milton, Temporary Groundskeeper, Building/Grounds, effective 8/6/15.

Leef, Henry, Custodian, night, District-wide, effective 6/5/15.

Nickodemus, Jessica, Aide, Russell Elementary, effective 6/5/15.

Smith, Jessica, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, effective 8/12/15.

Tedrow, Allen, Hill, Jacki, Instructional Assistant Paraprofessional, Special Education Program, McDonald Elementary, effective 8/19/15.

VanderHoek, Michelle, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, effective 8/5/15.

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

Activities Coordinator – MMS Resignations/Terminations/Retirements

Abendroth, Lance, Activities Coordinator, MMS, effective 7/29/15.

Baseball – MHS Resignations/Terminations/Retirements

Abendroth, Lance, Head V Baseball Coach, MHS, effective 7/29/15.

Football – MHS Hires

Fennell, Marcis, Assistant Football Coach, MHS, effective 8/10/15.

Murphy, Darryl, Assistant Football Coach, MHS, effective 8/10/15.

Robinson, Tre'Shawn, Assistant Football Coach, MHS, effective 8/10/15.

Football – MMS Hires

Redinger, David, Assistant 7th Grade Football Coach, MMS, effective 8/19/15.

Williams, Marshall, Assistant 8th Grade Football Coach, MMS, effective 8/19/15.

Boys Soccer – Hire

Shepherd, Nicholas, JV Boys Soccer Coach, MHS, effective 8/13/15.

Volleyball – MMS Hires

Claus, Toni, 7th Grade Volleyball Coach, MMS, effective 9/1/15.

Payton, Ashley, 8th Grade Volleyball Coach, MMS, effective 8/26/15.

Volleyball – MMS Resignations/Terminations/Retirements

Albrecht, Stacy, 7th Grade Volleyball Coach, MMS, effective 5/22/15.

Flabetich, Allison, Assistant 7/8th Grade Volleyball Coach, MMS, effective 8/13/15.

Track – MMS Resignations/Terminations/Retirements

Flabetich, Allison, Assistant Track Coach, MMS, effective 8/13/15.

Extracurricular Rehires for 2015-2016

Moscow High School:

Carscallen, Debby, Head Athletic Trainer, MHS/MMS, effective 8/3/15

Caywood, Katie, Cheerleader Advisor, MHS, effective 8/10/15.

Lancaster, Audrey, Head V Cross Country Coach, MHS, effective 8/14/15.

Ruck, Roxanne, Assistant Cross Country Coach, MHS, effective 8/14/15.

Helbling, Phil, Head V Football Coach, MHS, effective 8/10/15.

Brooks, Logan, Assistant V Football Coach, MHS, effective 8/10/15.

Woolridge, De'Maundray, Assistant V Football Coach, MHS, effective 8/10/15.

Ingwell, Adam, JV Football Coach, MHS, effective 8/10/15.

Gayler, Richard, Head V Boys Soccer Coach, MHS, effective 8/10/15.

Whiteman, Meredyth, Head V Girls Soccer Coach, MHS, effective 8/10/15.

Harner, Catherine, Assistant Girls Soccer Coach, MHS, effective 8/10/15.

Hofmann, Ryan, Head V Volleyball Coach, MHS, effective 8/14/15.

Flores, Jairo, JV Volleyball Coach, MHS, effective 8/14/15.

Academic Advisors:

Hoogsteen, Sam, ASB Advisor, effective 9/1/15.

Jakich-Kunze, Charlene, ASB Advisor, effective 9/1/15.

Gravel, Bryce, Freshman Class Advisor, MHS, effective 9/1/15.

Hannon, Cathy, Freshman Class Advisor, MHS, effective 9/1/15.

Baxter, Kathy, Sophomore Class Advisor, MHS, effective 9/1/15.

Dalebout, Gerald, Sophomore Class Advisor, MHS, effective 9/1/15.

Kirkland, Melissa, Junior Class Advisor, MHS, effective 9/1/15.

Brandt, Thomas, Junior Class Advisor, MHS, effective 9/1/15.

Blount, Gary, Senior Class Advisor, MHS, effective 9/1/15.

Russell, Zachary, Senior Class Advisor, MHS, effective 9/1/15.

Pals, Joel, HS Orchestra, MHS, effective 9/1/15.

Pals, Joel, HS Pep Band Director, MHS, effective 9/1/15.

Pals, Joel, HS Jazz Band Director, MHS, effective 9/1/15.

Pals, Joel, HS Band, MHS, effective 9/1/15.

Sant, Stephanie, HS Vocal, effective 9/1/15

Sant, Stephanie, Jazz/Glee Club Advisor, effective 9/1/15.

Huff, Jason, HS Yearbook Advisor, effective 9/1/15.

Eareckson, Lee Anne, Environmental Club Advisor, effective 9/1/15.

Moscow Middle School:

Scripter, Tiffany, 7/8th Grade Cheerleader Advisor, MMS, effective 9/2/15.

Fealy, Gen, Cross Country Coach, MMS, effective 9/2/15.

Hespelt, Nate, 7th Grade Football Coach, MMS, effective 8/17/15.

Thill, John, 8th Grade Football Coach, MMS, effective 8/17//15.

Bydalek, Andrew, Assistant 7th Grade Football Coach, MMS, effective 8/17/15.

Wilson, William Casey, Assistant 7th Grade Football Coach, MMS, effective 8/17/15.

Volunteers – MHS/MMS

Renner, Jenni, Volunteer, Girls Soccer, MHS, effective 8/14/15.

Thurston, William, Volunteer, JV Boys Soccer, MHS, effective 8/11/15.

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

RESOLUTION 16-22

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

Torok moved that the Board approve Resolution 16-22, seconded by Frenzel. The motion carried 5-0-0. Fazio noted the donations and expressed the

6. SUGGESTIONS AND COMMENTS

A. Public Comments

1. Susan Mahoney, MEA president, asked for clarification on the 3% increase for classified personnel.
2. LaDene Edwards asked about the musical accompanists. She also asked about the ISBA resolution that was discussed previously and what goes on a data sheet and who proposes what goes on that sheet. Dr. Bailey addressed her question. She then asked a final question about how the budget is set for curriculum adoptions. Dr. Bailey and Sue Clark will get the information together for her and address her concerns. She also had further questions about the budget.
3. Molly Hirschbiel, IA Parapro, Title I, Russell, noted that she didn't get the welcome back letter and just found out today that the welcome back meeting is tomorrow. Dr. Bailey noted that this was a complete error on his part.

7. EXECUTIVE SESSION

A. Motion and roll call vote for Executive Session pursuant to Idaho Code 74-206 (1) b & f.

RESOLUTION 16-23

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 and (f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated. The mere presence of legal counsel at an executive session does not satisfy this requirement.

Torok moved that the Board approve Resolution 16-23, second by Frenzel. Roll call vote for executive session: Fazio – yes, Campbell – yes, Frenzel – yes, Torok – yes. Dibble - yes. The vote was unanimous for the executive session. A brief break was taken and the Board then entered Executive Session at 8:25 PM.

8. RETURN TO OPEN SESSION and ADJOURNMENT

At 9:00 PM the Board returned to open session and the meeting was immediately adjourned.