

REGULAR BOARD MEETING
September 23, 2014

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, September 23, 2014 by Dawn Fazio, Chair, pursuant to Idaho Code Sections 33-506 and 33-510. The meeting was held in the Music Room of Moscow Middle School, 1410 East D Street, Moscow, Idaho.
- B. Fazio asked the clerk to determine if a quorum of the Board was present. Packard responded that four trustees were in attendance and a quorum was present. Trustees present were Dawn Fazio, Chair, Zone 4, Kim Campbell, Vice-Chair, Zone 3, Jim Frenzel, Zone 1, and Eric Torok, Zone 2. Margaret Dibble, Zone 5, was absent and excused.

Staff members present were Dr. Greg Bailey, Superintendent, Deb Adair, Business Manager, Carrie Brooks, Curriculum Director, Shannon Richards, Special Services Director, and Angie Packard, Board Clerk.

There were also thirteen patrons in the audience.

- C. The agenda was approved by unanimous consent.
- D. The following minutes were presented for approval: Regular Board Meeting, August 26, 2014.

RESOLUTION 15-25

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the minutes of the Regular Board Meeting, August 26, 2014 as corrected.

Campbell moved that the Board approve Resolution 15-25, seconded by Frenzel. The motion carried 4-0-0.

2. INFORMATION

- A. Good News, Announcements or Presentations
1. Mimi Pengilly, Director of Student Nutrition Services, reported that the summer food program this year was very successful. There was an average of 210 meals served each day, which is an increase from the previous years. She formed partnerships with Backyard Harvest, a local organization that provided fresh fruit & produce to use in the program or send home with families, the City of Moscow helped with the cost of advertising and the Idaho Food Bank distributed food at one of the sites. Adventure Club brought sixty kids every day, which not only benefitted the parents, but helped to get a predictable meal count, two churches helped a lot with serving the meals, and St. Mark's provided weekend meals for kids to take home every Friday which fed about 25 kids. The library donated books and Stacy Morris, MSD's curriculum secretary, also brought books from the curriculum department that were set to be recycled so that children could take them home. Mimi also shared that there will be a food bank starting at MHS in October in conjunction with the Moscow Food Bank. In conclusion, Ms. Pengilly mentioned her nomination, one of two in the state of Idaho, to go on a trip to D.C. for the School Food Program. Torok asked about the D.C. trip and Mimi stated she doesn't have a lot of information yet but each state selects two people to attend this meeting and she is honored to have been chosen. Dr. Bailey stated that Mimi does a great job throughout the year for the meal program in our district and very seldom is a meal program operated in the black.

2. Principals' Reports on School Opening

- Kevin Hill, MMS Principal, began by thanking Lorne Barr and the custodial and maintenance staff for the excellent job they did to prepare the middle school for the first of day of school. He shared about the new staff they have in their building, including Evan Hecker, the new assistant principal. They have 525 students in grades 6-8. Additionally, almost 60% of 7th and 8th grade students are going out for sports and he thanked Craig Allen for his work as the new part time middle school activities director. He also mentioned other events that are coming up and would like to give a brief presentation to the board after each event. Kim asked Kevin if he would also add to his list a report on the technology grant they received. Kevin gave a brief update at this time on what is happening with the grant and spoke about the smart boards that have been installed and how they are being used.
- Craig Allen, Russell Principal, shared that he is happy to be the new principal at Russell and is still getting used to his new role. He noted that he and his staff have reviewed his school's testing calendar and made some revisions to it. They have completed all the initial placement tests and are now able to get needed support to the students sooner. He noted he has three first year teachers and two in their second year. Overall, it has been a very positive start to the school year
- Brett Clevenger, MHS assistant principal, stated that Mr. Perryman could not be here tonight so he is presenting the report. Currently, they are in the middle of homecoming week and he highlighted what will happen this week. He noted that a homecoming parade will take place for the second year a row and is very happy this is continuing. The recent open house was a success and parents were able to experience their students' schedule and he appreciated the board members that attended. He also spoke about other upcoming events and the recent Club Fair that the school held that gave students an opportunity to see what clubs are available to them and what they do. Campbell commented that she has been to a lot of open houses as her children have moved through high school and it was fun going through her child's schedule. She also appreciated hearing the band and choir during the open house.
- Kendra McMillan, Lena Principal, shared that enrollment is at 270, with 51 kindergarteners. She noted that they are overrun with kindergarteners this year and had to add an additional section, which gives them three, and is the first time this has ever occurred. With the addition of another section of kindergarten, Mrs. Marten's class moved to share a room with the K+ program. Kendra also stated they have two new classroom teachers and new classified staff. They had a great back to school night with 88% participation. She then spoke on the Autism Support Project that Shannon Richards helped get started and they are in year two of a three year program. This project is through the UI and the State Department of Education which provides an autism coach to the school. She also shared about the "Learning with Lucky" reading program that is for 1st graders. Each student has a little stuffed dog that they earn awards for and is based on how much the students read throughout the year. She noted they are always looking for community volunteers for the students to read to. Frenzel asked if there are specific times of the day and she said yes and will email the information to Jim and to the other board members as well. Campbell asked if the program was also at McDonald and West Park and she said yes. Campbell also asked if the kindergarten suite still has kindergarten classes in it and Kendra clarified that there is a morning and afternoon class, and an additional afternoon class that shares a room with the K+ program.
- Cindy Bechinski, McDonald Principal, stated that the reading program with Lucky the dog is great and then shared a story. She also noted that while they couldn't have the traditional picnic with their open house, they combined it with the family movie night and it was a great success. She said they have been dealing with the facility issues very well, even though the urinals are too tall for the little guys. Additionally, their school garden has produced a lot of vegetables which the students have picked. The school staff and students have been able to eat some of it during lunch and have also taken some home. Student enrollment is at 338 and

they also have new staff in the building. She is very excited about the Autism support group that will be starting on Friday and thanked Shannon for her assistance in getting this going and also stated how much she has enjoyed working with Carrie Brooks as the new curriculum director. Bechinski shared upcoming events that will be occurring throughout the year and noted that the PAT is scheduling a Winter Ball for the first time this year. She then stated that this will be last report she will be giving as McDonald's principal as she is planning on retiring this year.

- Bill Marineau, PCRHS & West Park Principal began his report with PCR and stated he is very pleased to be the new principal for this school and noted they have a new secretary who is doing a great job. He spoke about the enrollment and how the boys outnumber the girls and referenced an article about the lack of girls that was written in the student newspaper last year. One of the highlights he experienced for the first time this year was the interviews with the students who apply to attend PCRHS and that it was a very interesting process. He noted that they will be having an Open House October 9, beginning with a BBQ at 6:00 PM and invited all the board members to attend. Also, the annual Thanksgiving Feast will be on November 26 at St. Mary's. The students prepare the meal themselves and take great pride in doing this event each year and all the administrators and board members are invited to this event. Marineau then switched to reporting on West Park. He noted that he also has new staff at West Park, including a new secretary. With a total of 220 students, a new section of kindergarten and 1st grade was added and 2nd grade is overflowing, which makes it very busy around his school. He noted that the collaboration days have been going well and staff appreciates the time to meet. Additionally, data driven decisions are being made to place kids in intervention programs that best meet their needs. He noted that the facilities updates, especially to the windows, have made a big difference in the noise level from outside. West Park has also once again been adopted by the Nazarene Church Women's group that provides staff with goodies throughout the year. Frenzel asked Bill if he is having trouble wearing two hats and he responded that he is getting used to it and has been very busy.
3. MHS senior Meadow Poplawsky was selected through an audition process last spring to perform with the National Association for Music Education All-National Honor Band in Nashville, TN on October 26-29. This is the second year in a row she has been selected to represent the State of Idaho and Moscow High School. This year she is one of only two students in the State of Idaho selected to participate in the band.
 4. Valeria Eisen received a \$200 grant from the Palouse Prairie Foundation to construct a "wisescape" garden in the MHS outdoor commons. Along with Angie Smith, alum Elaine Zabriskie, Gretchen Wissner and others, Valeria has planned the space and construction has begun. The group has received very generous donations from Sun Mountain Natives, Moscow Building Supply, Wasankari Construction, and Atlas Sand, Rock, and Concrete. The initial project will be done soon, and plans for expansion are in the works.
5. Public Comments - None at this time.

- B. Special Projects Update - Dr. Bailey began by saying the MSD Community Playfields project has been going very smoothly. The grass is starting to grow, poles are going up for backstops and things are looking very nice. Completion date is set for November 7. The fence will remain around the fields until they are ready to be used, which is scheduled for spring of 2016. Additionally trees will be planted along Mountain View Road.

Dr. Bailey stated that the roofs are being completed and are constructed of metal, which is better for flat roofs, instead of vinyl. Also, the windows are being completed and there has been a minor issue with them that the manufacturer will take care of and get fixed. Boilers have been replaced and are ready for the winter and wiring projects are being completed. He noted that the Science rooms are

getting more and more completed each week but it is going slower than desired. The science teachers and students have been very accommodating through all of this.

The bathrooms are still not finished but some progress is happening. He did mention that the urinals are a bit too high for the kindergartens and will be need to be lowered. Dr. Bailey mentioned the floors in the bathrooms and what was being considered to fix the issues that have arisen. He noted that ceramic tile will be placed over the concrete versus tearing it out. He did state that he asked if there would be problems down the road by doing this and was assured that this is a very good solution.

He then shared that the Bear Den is still on schedule and things are going well. He did note that the concrete company will remain the same and the general contractor will be monitoring them very closely. The last small project is the announcer's booth at Bear Field and it was going well but hit a snag when it was discovered that the siding was installed before the Tyvek wrap was put on. Dr. Bailey noted that there was discussion on what the solution would be for this issue.

Frenzel asked if every bathroom floor needed to be redone. Dr. Bailey stated that this is correct as every floor had an issue. Torok asked if re-grinding the floors will create additional dust. Dr. Bailey stated that they are using a HEPA filter now and this has greatly reduced the dust. Additionally he noted that the dust from over this summer was two-fold as the windows were being replaced at the same time and doors were open to the classrooms. He expressed his thanks to staff for their positive attitudes during the open houses.

C. Superintendent's Report - Dr. Bailey

1. Start of the Year – other than the delay to the year due to construction, it has gone pretty well so far. Open houses went well. Overall, class sizes in K-3 are booming and classes for kindergarten and first grade were added with additional aides hired for the fuller classes. He noted this is the first year for placing students without a gray zone and it has gone really well with most of the students placed in the school within their hard zone. Additionally, since June, only a few new students had to be placed outside of their hard zone which is what was anticipated. Collaboration times have been going well and he believes that over time the staff will really value this time together. AdvancED meeting with Mr. Kleinert is scheduled for Monday which will help with our accreditation and strategic plan. Dr. Bailey also shared that board meetings have gone electronic, using BoardDocs software, and the agenda is available on the district's website 48 hours prior to the meeting for the public to view. He also expressed thanks for Carrie Brooks, Shannon Richards and the administrators that have been moved around and the great job they are doing. Dr. Bailey also stated that he is very thankful for the support from the City of Moscow throughout this process with the construction issues.
2. Directors' Reports
 - Carrie Brooks reported on what has been happening in her department with Title I, K+ program, IRI training and spoke about the new reading program "Wonders" and how the teachers have been implementing the program. She further noted that there will be professional development opportunities next week and there will be ten different presentations that will be available and noted what they are. She also spoke about goals she has set for herself.
 - Shannon Richards was happy to report that all but 2 part-time positions and a speech-pathologist aide position have been filled. She noted she is now working on special education needs for several new students. She has also consulted with private schools in regards to Medicaid reimbursement. She mentioned that a goal for herself and her special services staff is to continue to increase reimbursement from Medicaid for the special needs students. Torok

asked if we get any Medicaid reimbursement right now and Shannon noted that it is around \$12,000 and Deb mentioned it is actually around \$13,000-\$14,000.

- Deb Adair stated that we had our financial audit in August as required by the state and there will be a complete report given by Cade Konen in October. She noted a replacement for Meg Mitchell, who retired, has been hired and welcomed Lori Courtright as the new AR/AP hire. Lori has been a substitute in the district in virtually all departments. Adair expressed her thanks and appreciation for Diane Jackson and the training she has been providing for new staff in the district. She also thanked Jennifer Johnson for her help with the financial tasks in the business office as well as the work Julie Smith does in payroll. Adair also shared that the annual MSD Employee Benefits Fair will be on October 23 at MMS from 3:30-7:00 PM.
- Dr. Bailey shared that HR has been very busy also. He noted that this is the first year that applicants applied for job positions online and it has been going well with just a few glitches.

D. ISBA Regional & State Meeting Information

1. ISBA Regional Meeting September 30, 2014, 6 PM at Genesee High School. Dinner will be provided. There will be four board members attending, along with the superintendent. There was further discussion on the benefits of meeting with other districts in the region to see what is going on with them.
2. ISBA Convention Nov. 12-14, 2014 in Boise ID – Dr. Bailey asked the board if anyone could go a day earlier to participate in a meeting with AdvancEd. Kim Campbell noted that she could go a day early. Frenzel and Fazio asked for additional details in regards to the AdvancEd meeting. The Board also briefly discussed the resolutions that will be presented at the ISBA convention.

E. Other – Kim shared that there is a campaign advertisement going on right now in regards to public schools in the latest edition of Slate magazine. She went on to further explain what this is all about and asked for names of graduates from Idaho public schools that have been successful in their chosen careers.

3. CONTINUED BUSINESS

A. Board Policy 4050.00-4055.00: Rights and Responsibilities of Professional Certified Personnel - Dr. Bailey noted this is the second reading for the policy changes and there have not been any changes since the first reading. The changes being recommended for approval are to add evaluation of administrators to the policy.

RESOLUTION 15-26

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to Board Policy 4050.00-4055.00 as presented.

Torok moved that the Board approve Resolution 15-26, seconded by Frenzel. The motion carried 4-0-0.

B. Board Policy 5053.00-5053.01: Board Policy Suspension and Expulsions - Dr. Bailey noted that this policy revision, which would add the use of e-cigarettes on our schools and buses as grounds for a suspension or expulsion, was also presented at the August board meeting and noted that there were not any changes since the first reading. Frenzel then noted two changes to the policy that need to be made. Dr. Bailey recommends approval of this policy with the changes noted by Frenzel.

RESOLUTION 15-27

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to Board Policy 5053.00-5053.01 as corrected.

Frenzel moved that the Board approve Resolution 15-27, seconded by Campbell. The motion carried 4-0-0.

- C. Revision to Board Goals for 2014-15 – Chair Fazio noted that the Board held a self-evaluation workshop last month and revised their goals. The board then discussed the revised goals.

RESOLUTION 15-28

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the revisions to the Board Goals for 2014-15 as presented.

Campbell moved that the Board approve Resolution 15-28, seconded by Torok. Frenzel noted a minor correction that needs to be made. Campbell asked if there will be a mid-year review of the goals. The motion carried 4-0-0.

4. NEW BUSINESS

- A. Request to Call for Bus Bids – Deb Adair, Business Manager stated that our district maintains a two bus replacement schedule for each year and the value to maintaining this schedule is to maximize state funding. So, each year we go out for bids for two school buses and this enables the district to maintain a safe fleet of buses. Adair also noted that the replacement costs are included in the 14/15 budget.

RESOLUTION 15-29

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the request to call for bus bids as presented.

Frenzel moved that the Board approve Resolution 15-29, seconded by Campbell. Torok asked how many buses we have and Adair stated 27. He also asked how old the oldest buses are and Adair said 12 years. There was then further discussion on the depreciation process for the buses. The motion carried 4-0-0.

- B. Medical and Dental Insurance Renewal - Deb Adair, Business Manager, noted that our insurance broker, Marsha Allen, analyzes the proposals that are submitted by insurance providers and then presented that information to the insurance committee. She also explained the reserves that provide leverage when evaluating annual proposals is due to being partially self-insured. She referenced the historical reserve balance and premium increases she provided to the board. After the insurance committee considered the proposals and our benefits package, they elected to stay with Regence Blue Shield (RBS), who also proposed the lowest premium increase. There are no plan benefit changes and RBS proposed a 6.9% increase for this coming year. Additionally, we had several large claims in 2014 and costs related to the Affordable Care Act continue to increase that have affected the reserves. She stated that our dental benefits are through Delta Dental, who is proposing a 2% premium increase. Adair would like to offer an additional company to our employees, Willamette Dental, where the benefits are better but you have to go to them for all dental services. She noted that the premium is the same for Willamette Dental, so employees could choose either company. Adair then went through the reserves and explained how they are used. Frenzel asked how Marcia Allen gets paid. Adair stated that she is paid a certain amount based on how many employees are insured and that her expenses are paid from the reserve funds. There was further discussion on this. In summary, there is a 3.5% increase overall for medical and dental premiums.

RESOLUTION 15-30

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the medical and dental renewal as presented.

Frenzel moved that the Board approve Resolution 15-30, seconded by Campbell. Torok asked if this increase was factored in the budget and Adair said that what is in our budget is the district contribution and that the increase of \$6 per employee for the premium is not and will be added during the budget revision. The motion carried 4-0-0. Fazio asked Adair to convey their thanks for the Insurance Committee's work.

- C. Disposal of Old Textbooks - Deb Adair, Business Manager, stated a list of 3800 books was sent out to used textbook vendors to bid on. She noted that these books are no longer usable in the district and presented the bids that came in. Three textbook vendors were contacted and Adair said that Follett provided the best bid of \$1291 for most of the books. The remainder of the books will be offered for sale at the district's upcoming yard sale and any remaining ones after that will be recycled or disposed. Dawn asked if the company purchasing the books pays for the shipping and Adair confirmed that they do and all that Stacy will need to do is sort them out.

RESOLUTION 15-31

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the bid from Follett for the sale of old textbooks as presented.

Torok moved that the Board approve Resolution 15-31, seconded by Frenzel. The motion carried 4-0-0.

- D. Release from Contract: Cherice Cameron - Dr. Bailey noted that after certificated contracts are signed, the Board must approve any requests for release from contract. Ms. Cameron was an Orchestra and Language Arts teacher at Moscow Middle School and is asking to be released.

RESOLUTION 15-32

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby releases Cherice Cameron from her contract for the 2014-15 school year as presented.

Campbell moved that the Board approve Resolution 15-32, seconded by Torok. Frenzel noted there wasn't a real good reason for her request and asked why Dr. Bailey was recommending releasing her. Dr. Bailey noted she was only part-time and a replacement has already been hired. The motion carried 4-0-0.

- E. Release from Contract: Elyse Cregar – Dr. Bailey stated that after certificated contracts are signed, the Board must approve any requests for release from contract. Ms. Cregar was the Elementary Media Library Generalist and is asking to be released from her contract and her plan is to retire.

RESOLUTION 15-33

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby releases Elyse Cregar from her contract for the 2014-15 school year as presented.

Frenzel moved that the Board approve Resolution 15-33, seconded by Campbell. The motion carried 4-0-0.

- F. 2014-15 Strategic Plan – Dr. Bailey stated that State Legislation requires school districts to develop and maintain a guiding strategic plan that is to be reviewed no less than annually and placed on the district’s website. The current plan for our district was developed in 2010 and modified each year. This plan will be modified this upcoming year with the assistance of the AdvancEd project. Dr. Bailey said that he is asking the board to approve the current strategic plan to be in compliance with the State’s mandate with the understanding that an intensive process to modify this plan will be conducted this year.

RESOLUTION 15-34

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the 2014-15 Strategic Plan as presented.

Torok moved that the Board approve Resolution 15-34, seconded by Frenzel. The motion carried 4-0-0.

- G. Leadership Premium Guidelines and Job Descriptions – Dr. Bailey stated that state legislators approved a plan for certified staff that are non-administrative, to have the opportunity to earn additional one-time funds for leadership duties that are selected by the Board. He then went through the guidelines that the administrative council used to identify duties that would qualify for these stipends. They then reviewed the job responsibilities, create job descriptions, and determined the amount of money that they believed would fairly compensate the individual chosen for each position, which are for one year only. The job descriptions and guidelines have been provided to the Board for their review and approval. There was continued discussion on how this will work and how it will be evaluated.

RESOLUTION 15-35

RESOLVED: That the Board of Trustees of Moscow School District No. 281 hereby approves the job descriptions for the Leadership Premium program as presented.

Campbell moved that the Board approve Resolution 15-35, seconded by Frenzel. Fazio asked how the maximum amount was decided. Adair noted that it is mandated by the state and Dr. Bailey stated it is based on the number of teachers we have in the district. Campbell commended the group for all the work that they have put into this process. The motion carried 4-0-0.

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, August Net Payroll	\$ 698,424.60
Payroll Withholdings: Benefits / Federal Tax / State Tax	\$ 785,742.24
Accounts Payable, August Bill List	\$ 4,362,925.16
TOTAL BILLS and PAYROLL	\$ 5,847,092.16

B. Donations

1. Thank you to Moscow Elks Lodge #249 for the generous donation of \$800 to McDonald Elementary Special Education Sensory Room.
2. Thank you to Mimi Pengilly for the generous donation of \$82.60 to various students lunch accounts.

3. Thank you to Laurie Austin for the generous donation of \$25, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary.
4. Thank you to Carole Hughes & KC Albright for the generous donation of \$35, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary.
5. Thank you to Melinda Espinosa for the generous donation of \$25, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary.
6. Thank you to Susan Tuchscherer for the generous donation of \$20, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary
7. Thank you to United Way of Moscow/Latah County for allocating funds in the amount of \$1857 for the MSD Moscow Mentor/Bear Buddies Program.
8. Thank you to Nancy Kirchmeier for the generous donation of \$50, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary.
9. Thank you to Nancy Reese for the generous donation of \$25, in memory of Pat Gentry, to benefit the MSD Developmental Preschool Program at McDonald Elementary.
10. Thank you to the Moscow Bear Boosters for financial support provided to sports activities in the amount of \$52,287 through the purchasing of practice equipment for soccer, softball, lacrosse, baseball, football, facility rental fees for swimming and hockey, headsets for football coaches, football end zone camera, golf umbrellas, boys basketball warm-ups and travel suits, PA system for Bear Field, meal money for state, support of homecoming activities, ADA ramp, and a GEM car for the athletic trainer.

C. Human Resources

1. **Certified – Hires (pending completion of all documentation)**

Bailey, Robert, Teacher, Language Arts, MHS, 1.0 FTE, Category 1, one year only contract, effective 9/4/14.

Ulrich, Kira, Teacher, Grade 1, West Park Elementary, 1.0 FTE, Category 1, one year only contract, effective 8/29/14.

2. **Certified - Stipends**

National Board for Professional Teaching Standards:

Aiello, Rachel, Teacher, Mathematics, MMS, \$2,000 stipend, effective 9/25/14.

McMurtry, Amy, Teacher, Art, MHS, \$2,000 stipend, effective 9/25/14.

Nelson-Price, Rebecca, Teacher, Language Arts, MMS, \$2,000 stipend, effective 9/25/14.

Scutt-Norman, Shanti, Teacher, Art, MMS, \$2,000 stipend, effective 9/25/14.

Shawley, Jessica, Teacher, PE, MMS, \$2,000 stipend, effective 9/25/14.

Insurance Committee Meeting, August 2014:

Aiello, Rachel, Teacher, Mathematics, MMS, \$75 stipend, effective 9/25/14.

Albrecht, Jason, Teacher, Social Studies, MMS, \$75 stipend, effective 9/25/14.

Allenger, Bob, School Psychologist, MMS/MHS, \$75 stipend, effective 9/25/14.

Dorschel, JoAnn, School Nurse, District-wide, \$75 stipend, effective 9/25/14.

Fordham, Carolyn, Teacher, Special Education, Russell Elementary, \$75 stipend, effective 9/25/14.

Heidelberger, Betty, Counselor, Lena Whitmore Elementary, \$75 stipend, effective 9/25/14.

Jessup, Patricia, Teacher, Special Education, MHS, \$75 stipend, effective 9/25/14.

Leendertsen, Shirley, Teacher, Grade 1, West Park Elementary, \$75 stipend, effective 9/25/14.

Parce, Jerri, Teacher, Grade 5, McDonald Elementary, \$75 stipend, effective 9/25/14.

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

Cameron, Cherice, Teacher, Orchestra and Language Arts, MMS, effective 9/8/14.

Cregar, Elyse, Elementary Library Media Specialist, Elementary Schools, effective 9/2/14.

4. **Classified – Hires**

Adams, Shiler, Aide, K+ Program, Lena Whitmore Elementary, 3.75 hours/day, effective 9/16/14.

Barnes, Rebecca, Instructional Assistant Paraprofessional Brailist, District-wide, 7.25 hours/day, effective 9/12/14.

Cardwell, Christina, Instructional Assistant Paraprofessional, K+ Program, West Park Elementary, 4.5 hours/day, effective 9/4/14.

Dyer, Teri, Aide, West Park Elementary, 3.75 hours/day, effective 9/8/14.

Easley, Lester, Custodian, Night, District-wide, 8 hours/night, effective 9/9/14.

Grantham, James, Bus Driver in training, Transportation, effective 9/4/14.
Hall, Klarissa, Cook, West Park Elementary, 5.75 hours/day, effective 9/5/14.
Hierschbiel, Elizabeth, Instructional Assistant Paraprofessional, Special Ed Program, MMS, 7.25 hours/day, effective 9/19/14.
Hollingsworth, Jodee, Instructional Assistant Paraprofessional, Special Ed Program, Russell Elementary, 7.25 hours/day, effective 9/19/14.
Krehbiel, Krystal, Food Service Worker, West Park Elementary, 3.5 hours/day, effective 9/8/14.
McClaine, Kaelyn, Aide, K+ Program, West Park Elementary, 3.75 hours/day, effective 9/8/14.
McGraw, David, Bus Driver in training, Transportation, effective 9/2/14.
Nickodemus, Jessica, Aide, Russell Elementary, 7 hours/day, effective 9/22/14.
Potter, Andrew, Food Service Worker, MMS, 5 hours/day, effective 9/8/14.
Robbins, Diane, Instructional Assistant Paraprofessional, Special Ed Program, MHS, 3.75 hours/day, effective 9/8/14.
Thomas, Sean, Instructional Assistant Paraprofessional, Special Ed Program, MMS, 7.25 hours/day, effective 9/19/14.
West, Emily, Instructional Assistant Paraprofessional, Special Ed Program, MHS, 3.75 hours/day, effective 9/15/14.
Young, Lee, Bus Driver in training, Transportation, effective 9/9/14.

MHS Student Employees:

Jerome, Bryant, Kitchen Helper, MHS, .5 hour/day, effective 9/8/14.

5. **Classified – Stipend**

Pengilly, Mimi, Director of Student Nutrition Services, \$1,000 stipend for managing and working the summer food program, effective 9/25/14.

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

Adams, Michelle, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, increase from 3.75 to 7.25 hours/day, effective 9/4/14.

Cardwell, Kurtis, Bus Driver, Transportation, change from substitute to route driver, effective 9/11/14.

Hierschbiel, Molly, Instructional Assistant Paraprofessional, Special Education Program, MMS, transfer to Instructional Assistant Paraprofessional, Title I Program, District-wide, 7.25 hours/day, effective 9/4/14.

Johnston, Barbara, Instructional Assistant Paraprofessional, Special Education Program, West Park Elementary, increase from 3.75 to 7.25 hours/day, effective 9/4/14.

Nuhn, Ken, Bus Driver, Transportation, change to Aide, Transportation, effective 9/11/14.

Pope, Connie, Aide, McDonald Elementary, increase from 2.75 to 3 hours/day, M-Th, effective 9/11/14.

Strout, Susan, Aide, K+ Program, Lena Whitmore Elementary, transfer to Instructional Assistant Paraprofessional, K+ Program, West Park Elementary, 4.5 hours/day, effective 9/4/14.

Watson, Kelly, Instructional Assistant Paraprofessional, Reading Intervention, increase from 3.75 to 4.5 hours/day on Fridays only for collaboration, effective 9/12/14.

Yannes, Seth, Bus Driver, Transportation, change from substitute to route driver, effective 9/11/14.

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

Gabrielle Gibson, Food Service Worker, MMS, effective 9/19/14.

Minard, Sheri, Instructional Assistant Paraprofessional, Special Education Program, MHS, effective 8/28/14.

Sieracki, Eric, Group Leader, Adventure Club, effective 9/3/14.

Ulrich, Kira, Instructional Assistant Paraprofessional, Brailist, District-wide, effective 8/28/14.

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

Annual Support Program - Resignations/Terminations/Retirements

Spence, Ingrid, Lead Mentor, District-wide, effective 8/7/14.

Football - MHS Hires

Brooks, Logan, Assistant V Football Coach, MHS, effective 8/11/14.

Volleyball – MHS Hires

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

Nelson, Sarah, Assistant V Volleyball Coach, MHS, effective 9/8/14.

Volleyball – Resignations/Terminations/Retirements

Jacobs, Amie, Assistant V Volleyball Coach, MHS, effective 8/28/14.

Volleyball – MMS Hires

Hierschbiel, Elizabeth, 7/8th Grade Volleyball Coach, MMS, effective 8/29/14.

Payton, Ashley, 7/8th Grade Volleyball Coach, MMS, effective 8/29/14.

Flabetich, Allison, 7/8th Grade Volleyball Coach, MMS, effective 8/29/14.

Cross Country – MMS Hires

Kiser, Hannah, Assistant Cross Country Coach, MMS, effective 8/26/14.

Grigg, Lisa, Assistant Cross Country Coach, MMS, effective 8/26/14.

Academic Advisors – MHS Hires

Barnes, Robin, Freshman Class Advisor, MHS, effective 9/8/14.

Dalebout, Gerald, Freshman Class Advisor, MHS, effective 9/8/14.

Baseball – Resignations/Terminations/Retirements

Hecker, Evan, Head V Baseball Coach, MHS, effective 9/10/14.

Softball – Resignations/Terminations/Retirements

Adams, Glenn, Assistant Softball Coach, MHS, effective 8/14/14.

Girls Basketball – Resignations/Terminations/Retirements

Laggis, Zoie, Assistant Varsity Girls Basketball Coach, MHS, effective 9/16/14.

Sprenger, Brook, Assistant JV Girls Basketball Coach, MHS, effective 8/21/14.

Activities workers – MHS/MMS Resignations/Terminations/Retirements

Molsee, Barbara, Activities Worker, MHS, effective 9/1/14.

Smithee, Jeremy, Activities Worker, MHS, effective 9/16/14.

Activities workers – MHS/MMS Hires/Rehires

Caudle, Amanda, Activities Worker, MHS/MMS, effective 8/27/14.

Activities workers – MHS Rehires

Abendroth, Lance, Activities Worker, MHS, effective 9/1/14.

Davis, Debbie, Activities Worker, MHS, effective 9/1/14.

Falen, Ammie, Activities Worker, MHS, effective 9/1/14.

Gadwa, Kelly, Activities Worker, MHS, effective 9/1/14.

Gadwa, Lisa, Activities Worker, MHS, effective 9/1/14.

Handley, Roy, Activities Worker, MHS, effective 9/1/14.

Helbling, Phil, Activities Worker, MHS, effective 9/1/14.

Herrenbruck, Adam, Activities Worker, MHS, effective 9/1/14.

Herrenbruck, Brad, Activities Worker, MHS, effective 9/1/14.

Hoogsteen, Sam, Activities Worker, MHS, effective 9/1/14.

Houska, Mitzi, Activities Worker, MHS, effective 9/1/14.

Laggis, Zoie, Activities Worker, MHS, effective 9/1/14.

Legoll, Valerie, Activities Worker, MHS, effective 9/1/14.

Martin, Melanie, Activities Worker, MHS, effective 9/1/14.

Mechum, Don, Activities Worker, MHS, effective 9/1/14.

Papineau, Drew, Activities Worker, MHS, effective 9/1/14.

Ross, Julie, Activities Worker, MHS, effective 9/1/14.

Thornton, Mary Ann, Activities Worker, MHS, effective 9/1/14.

Wear, Mike, Activities Worker, MHS, effective 9/1/14.

Westgate, Alex, Activities Worker, MHS, effective 9/1/14.

Wolcott, Mica, Activities Worker, MHS, effective 9/1/14.

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.

Frenzel noted the generous donations and expressed thanks for them.

RESOLUTION 15-36

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

Frenzel moved that the Board approve Resolution 15-36, seconded by Campbell. The motion carried 4-0-0.

6. SUGGESTIONS AND COMMENTS

A. Public Comments

1. LaDene Edwards, Lena Whitmore Music Teacher, asked about the bathrooms and the substantial completion date of September 22 and are we collecting money from them for being late. Dr. Bailey explained how this works. Her second comment was in regards to the Strings position and wondering about who reviewed and interviewed possible applicants. Dr. Bailey explained that there was a committee that did the reviewing and interviewing and that there was a music teacher involved. She made additional comments in regards to this position. Her third question was related to the salary caps for teacher salaries.

- B. Other – Fazio brought up the topic of boardmanship and asked if each board member had a chance to fill out the forms for this award. This needs to be done by next week if the board is going to apply for any of it. There was further discussion on the forms that need to be submitted.

7. EXECUTIVE SESSION

- A. Motion and Roll Call for Executive Session pursuant to Idaho Code 67-2345 (1) (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.

RESOLUTION 15-37

RESOLVED: That the Board of Trustees of Moscow School District No. 281 retire into Executive Session pursuant to Idaho Code 67-2345 (1) (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.

Frenzel moved that the Board approve Resolution 15-37, second by Torok. Packard called the roll for the vote on the resolution for executive session: Fazio – yes, Campbell – yes, Frenzel – yes, Torok – yes. The vote was unanimous for the executive session. A brief break was taken prior to the Board entering into executive session. The Board then entered Executive Session at 10:00 PM.

8. RETURN TO OPEN SESSION

At 10:45 PM the Chair stated that the Board would be returning to open session.

9. ADJOURNMENT

With no further business, the meeting was adjourned at 10:45 PM.