

**TWIN FALLS SCHOOL DISTRICT #411  
SCHOOL BOARD MEETING  
HELD AT:  
CANYON RIDGE HIGH SCHOOL BOARD ROOM  
300 NORTH COLLEGE ROAD SUITE #301  
TWIN FALLS, IDAHO 83301**

**October 10, 2016  
7:00 P.M.  
AGENDA**

***OUR MISSION:***

***TO PROVIDE A QUALITY  
EDUCATION NECESSARY FOR  
STUDENTS TO BE SUCCESSFUL  
IN LIFE.***

- I. Call to Order
- II. Pledge of Allegiance
- III. Procedural Matters
  - A. Action Items:
    - 1. Approval of Agenda (Additions and Deletions)
- IV. Unscheduled Delegations (Audience to Address the Board)
- V. Consent Calendar
  - A. Approval of Minutes from the September 12, and 28, 2016 board meetings
  - B. Approval of Board Financial Report
  - C. Approval of Building Financial Report
  - D. Approval of Monthly Long Term Suspension Report
  - E. Approval of Early Graduation Requests
  - F. Approval of Disposal/Sale of District Property Under \$500
- VI. Superintendent's Report
  - A. Certified Employee of the Month - Bickel Elementary
  - B. Classified Employee of the Month - Bickel Elementary
  - C. New Superintendent Search
- VII. Instruction
  - A. Information Items: (None)
  - B. Action Items: (None)
- VIII. Budget and Finance
  - A. Information Items:
    - 1. 2015-2016 Annual IFARMS Annual Report
    - 2. ISBA Resolutions Consensus for Convention
  - B. Action Items:
    - 1. 2015-2016 Annual IFARMS Budget Report
- IX. Personnel
  - A. Information Items: (None)
  - B. Action Items:
    - 1. Policy Review and Revisions Recommendations – 8000 and 9000 Sections
- X. Board Goals
  - A. Information Items: (None)
  - B. Action Items:
    - 1. 2015-2020 Strategic Plan – 2016-2017 Board Tasks Approval
- XI. Future Agenda Items
  - A. Next Board Meeting –October 26, 2016
    - 1. 2015-2016 Annual Audit Report with CPA Raymond Ware in Attendance
- XII. Executive Session as per Idaho Code 74-206(1) Subsection (b)
  - (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, employee, staff member, or student.
  - Action:
    - A. Student Discipline Action if Needed
- XIII. Adjournment

The School District Board Room is accessible to the physically disabled. Interpreters for persons with hearing impairments, and brailled or taped information for persons with visual impairments, can be provided upon 5 days' notice. For arrangements contact Sonia DeLeon at 733-6900.

## WORKING WITH YOUR SCHOOL BOARD

WELCOME to another Twin Falls School District Board of Trustees Meeting. You are encouraged to attend all regular board meetings.

We are proud of our school system and the board members are dedicated to the continued improvement of the Twin Falls Schools.

We understand that from time to time patrons of school districts have concerns and feel a need to bring those concerns to the attention of the school or teachers. In order to maintain continuity and best resolve these concerns, we recommend to our patrons the following procedures:

1. The first and most effective step is to take the concern to the staff member who is closest to the problem. (In many cases this will be the teacher, coach, etc.) We have found that most problems are resolved at this level.
2. If there is still a concern on the matter, we then recommend that the concern be brought to the attention of the Principal. We have found that unresolved concerns from item #1 are usually resolved satisfactorily by the building administrator.
3. If the concern is not satisfactorily resolved at that level, then the concern should be taken to the Director of Elementary Programs or Director of Secondary Programs.
4. If the concern is not satisfactorily resolved at that level, then the concern should be taken to the Superintendent of Schools. Difficult concerns can usually be resolved.
5. However, if the patron still feels the concern has not been properly resolved he/she may use the right of appeal to the Board of Trustees. This is done by calling or writing to the Superintendent and asking for the item to be placed on the agenda of the next regularly scheduled board meeting.
6. If you desire to address the board, we would like you to be as comfortable as possible. As a board we hold public meetings which are not public forums and therefore have rules which are necessary for the benefit of all. The following guidelines will assist you as you present your information to the board.
  - A. Prepare your thoughts ahead of time. Usually a brief written outline handed to each board member helps the board follow your presentation. This outline would also give them something upon which to make notes as you speak.
  - B. If a group is involved, select one individual to be your spokesperson. He/she can then guide the presentation with the board and help the board chairman in directing questions to the group.
  - C. Plan your presentation to be as brief as possible. This should include a question/answer period. If more time is needed it is best to give a complete written presentation to the board for their future study. If you give more than five to six minutes of testimony, time restraints will make it difficult for the board to respond that same evening.
  - D. Usually the board will direct the administration to help resolve the concerns and ask for a report back to the board at a later date. However, please remember a solution may take time to be resolved.

We are eager to have our patrons and school staff working together for the improvement of education in the Twin Falls Schools.

Thank you for coming. Please come again.

Your Board of Trustees

## TWIN FALLS PUBLIC SCHOOLS

**School District No. 411**

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

September 14, 2015

7:00 p.m.

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in its regular monthly meeting at Canyon Ridge High School boardroom #301 located at 300 North College Road, Twin Falls, Idaho, at the hour of 7:00 p.m., on Monday, September 12, 2016. The following trustees were present: Chairman Bernie Jansen, Trustees Bryan Matsuoka, Mary Barron, Paul McClintock, and Liyah Babayan. There were also present Superintendent of Schools, Wiley J. Dobbs; Board Clerk, Michelle Lucas; Director of Fiscal Affairs, Bob Seaman; Director of Educational Technology/Operations, Brady Dickinson; Director of Support Services, Mike Gemar; Director of Elementary Programs, Teresa Jones; Director of Human Resources, Shannon Swafford; Director of Federal Programs, Grants and Policy, Bill Brulotte, as well as interested patrons, employees and the media.
- II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance to the Flag.
- III. Procedural Matters Action Items
  1. Chairman Jansen asked for a motion to approve the agenda removing item N. in the consent calendar and executive session. Vice Chairman Matsuoka moved to approve the agenda as amended. Trustee Barron seconded the motion. The motion passed unanimously.
- IV. Unscheduled Delegations (Audience to Address the Board) – There were none.
- V. Consent Calendar – Trustee McClintock moved to approve the consent calendar which included: Minutes from August 8, 12, and September 1, 2016 board meetings; board financial reports; building financial reports; monthly long term suspensions; private service providers (PSP)/consultants: St. Luke's (Nursing), Alliance Family Services, Positive Connections, Iris Hubsmith, Physical Therapist, Nichole Stevens, Occupational Therapist, Solian Health, Inc. and A Caring Hand Home Care, CAN/LPN/RN services; certified release of contract for Kory Putman; new classified employees: Suzanne Bosteder, Jessica Burningham, Randall Gee, Bonnie Coats, Luann Carroll, Smokell Gamez, Stephanie Fullenwider, and Michele Diamond; in-district transfers of Miriam Zirker and Cheri Weisel; classified resignations from Leticia Munguia and Brittany Zigich; extra-curricular employee Chori Huyser; extra-curricular resignation from Lyle Hudelson; request for alternative authorizations for: Chelcy Rodriguez, Tana Schroeder, Molly Breland, Alexandra Messmer, Arianna Larson, Melyssa Perez, Alicia Weaver, and Jennifer Shaw; district/university agreement with Oregon State University and

Boise State University; student practicum/internship request for Samantha Shipley. Motion was seconded by Trustee Babayan. Vice Chairman Matsuoka asked to pull items B and C for discussion. Vice Chairman Matsuoka amended the motion to approve the consent calendar without items B and C. Trustee McClintock seconded the motion. Motion passed unanimously.

Vice Chairman Matsuoka asked Director of Fiscal Affairs, Bob Seaman clarifying questions on the building budgets, some showing a deficit. Mr. Seaman explained that this is common for this time of year and gets trued up in December each year based off enrollment numbers. Vice Chairman Matsuoka moved to approve items B and C as submitted. Trustee Barron seconded the motion. Motion passed unanimously.

## VI. Superintendent's Report

- A./B. Superintendent Dobbs announced the certified employee of the month from Morningside Elementary School for the month of September as Aleathea Gingell, 2nd grade teacher and classified employee of the month as Kay Rehn, librarian at Morningside Elementary School. Superintendent Dobbs read a brief resume' and presented Ms. Gingell and Ms. Rehn with a gift, plaque, and dinner certificates to Buffalo Wild Wings. Both Ms. Gingell and Ms. Rehn thanked the board for the honor.
- C. TFEA Co-President Peggy Hoy addressed the board sharing that they look forward to another year of continued positive communication between the district and the TFEA through Dr. Dobbs and the TFSD/TFEA breakfast meetings. Mrs. Hoy announced the raffle raised \$1,693 for scholarships this year.
- D. Superintendent Dobbs and the Board of Trustees presented principal's Nancy Murphy of Pillar Falls Elementary and Shari Cowger of Rock Creek Elementary a framed picture of the newspaper article covering their grand openings in appreciation of everything they have done opening their schools.

## VII. Instruction A. Information Item: None

## VII. Instruction B. Action Item: None

## VIII. Budget & Finance A. Information Items:

- 1. Director of Educational Technology & Operations, Brady Dickinson gave a brief bond construction update on the remodel work at Twin Falls High School, construction of Rock Creek Elementary School, Pillar Falls Elementary, South Hills Middle School, and addition at Canyon Ridge High School. He shared the status of the current construction budget and that the savings from finishing projects ahead of schedule was partially used for the Twin Falls High School bleachers, gym floor, and a few other things that have come up in the district. He also gave a brief update on the district office remodel and the planning for Magic Valley High School remodel and construction of a storage facility.
- 2. Superintendent Dobbs presented Twin Falls School District current enrollment figures and reviewed the additional staff hired to help with the additional students. Enrollment counts

show that we are up regarding enrollment when compared to last year at this time by 270 students, enrollment count shows 9290 students enrolled. We have 178 classrooms in elementary and 8 are above what we prefer. This time of year it's extremely difficult to find teachers so we have hired paraprofessionals to help our teachers with the larger class sizes. Secondary schools have good class sizes. Superintendent Dobbs shared that administrators will share where the growth has come from at the board work session on September 28, 2016.

3. Director of Fiscal Affairs Bob Seaman shared that the Budget Advisory Committee recommends taking the full amount the district qualifies for with the emergency levy to meet the needs created by the increase in enrollment. Using the State Department computation sheet the full amount the district qualifies for is \$1,771,378.

**VIII. Budget & Finance B. Action Items:**

1. Director of Fiscal Affairs, Bob Seaman remained at the podium to answer any other questions about the emergency levy. Vice Chairman Matsuoka moved to approve the emergency levy in the full amount of \$1,771,378. Trustee Barron seconded the motion. Motion passed unanimously.

**IX. Personnel A. Information Item:**

1. Director of Federal Programs, Policy & Grants, Bill Brulotte presented ISBA's quarterly (spring) policy revision recommendations which are mainly based on changes to the law and sections 8000 and 9000 review of our current policies. These policies will return in October for action.
2. Director of Human Resources, Shannon Swafford presented the job description for the newly formed Director of Public Relations position. The board asked what the differences are between the current position and this proposed position. Mrs. Swafford and Dr. Dobbs shared that it's roughly the same but at a higher level. This item will return in October for board approval.

**IX. Personnel B. Action Item:**

1. Trustee Barron moved to approve policy section 7000 and administrative policy and procedure recommendations as proposed. Trustee McClintock seconded the motion. Motion passed unanimously.

**X. Board Goals A. Information Item:**

1. Community Relations Specialist, Eva Craner shared administrations recommendations for board tasks for the 2015-2020 strategic plan. These will return for approval and/or modification at the next board meeting September 28, 2016.

**X. Board Goals B. Action Item:**

1. The board finalized the September 28, 2016 board work session agenda.

XI. Future Agenda Items

- A. TFEA/TFSD breakfast meeting will be September 20, 2016 at 6:45 a.m.
- B. The next board meeting will be a work-session to take place September 28, 2016; dinner will be provided.
- C. ISBA Region IV fall meeting is scheduled for September 15, 2016 at Gooding High School to begin at 6:30 p.m.

Vice Chairman Matsuoka moved to adjourn the meeting. Trustee McClintock seconded the motion and the motion passed unanimously. Meeting adjourned at 8:15 p.m.

ATTEST:

\_\_\_\_\_  
Chairman Bernie Jansen

\_\_\_\_\_  
Clerk Michelle Lucas

These minutes have not been approved by the board of trustees.

## TWIN FALLS PUBLIC SCHOOLS

**School District No. 411**

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

September 28, 2016

5:00 p.m.

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in its regular monthly meeting at Canyon Ridge High School boardroom #301 located at 300 North College Road, Twin Falls, Idaho, at the hour of 5:00 p.m., on Wednesday, September 28, 2016. The following trustees were present: Chairman Bernie Jansen, Vice Chairman Bryan Matsuoka, and Trustees Mary Barron, and Liyah Babayan. There were also present Superintendent, Wiley Dobbs, Clerk, Michelle Lucas; Director of Federal Programs, Policies and Grants, Bill Brulotte; Director of Human Resources, Shannon Swafford; Director of Elementary Programs, Teresa Jones; Director of Fiscal Affairs, Bob Seaman; Director of Educational Technology and Operations, Brady Dickinson; Director of Secondary Programs, L.T. Erickson as well as interested patrons, employees, and the media. Trustee Paul McClintock was unable to attend.
- II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance to the Flag.
- III. Procedural Matters Action Items:
1. Approval of Agenda (Additions and Deletions) – Chairman Jansen asked if there were any additions or deletions to the agenda. Superintendent Dobbs asked to add letter F. Approval of Out of State Travel Request, to the consent calendar due to time constraints with the trip taking place October 10, 2016. Vice Chairman Matsuoka moved to approve the agenda as amended. Motion was seconded by Trustee Barron. Motion passed unanimously.
- IV. Consent Calendar – Trustee Barron moved to approve the consent calendar which included: new certified contract for Tona Casella; new classified employees: Lary Lawson, Nichol Bohm, Erica Martens, Chelsie Forrest, Rachel Busbee, Debbie Asher, Kelly Asher, Kelly Jeroue, Brandon Fiscus, Doug Burch, Karly Hudelson, Heather Koudelka; in district transfer of Summer Jones and Dixie Clements; classified resignations from Assia Hamdi, DeeAnn Cox, Tiffany Martinez, Christy Hulme, Pamela Scarrow, and Bailey Allred; extra-curricular resignation from Katherine Pickup and Jordan Staley; request for alternative authorization for Benjamin McMurtry, Michelle Durham, Gabrielle Davis, Sasha Anderson, Mary Sorenson, and April Hollibaugh; and out-of-state travel request from Twin Falls High School. Motion was seconded by Trustee Babayan. Motion passed unanimously.
- V. Board ISBA Training  
ISBA Executive Director, Karen Echeverria conducted an interactive training session for our board members covering such things as roles of the board, board protocol, professionalism,

preparation for board meetings, social media cautions, executive session/open meeting recommendations, public participation at board meetings, and etc. Ms. Echeverria also shared some related resolutions that will be presented and voted on at the 2016 ISBA Annual Convention in November. The Board thanked Ms. Echeverria for the training.

VI. Superintendent Announcement

Vice Chairman Matsuoka moved to move the superintendent announcement up next on the agenda due to the need for Ms. Echeverria to leave to return back to Boise and for media reporting purposes. Trustee Barron seconded the motion. Motion passed unanimously.

Superintendent Dobbs shared his retirement letter with the board. Board Chairman, Bernie Jansen asked Ms. Echeverria for suggestions on the process and timeline for hiring a new superintendent. She suggested doing a minimum of a western region search to start in January with a projected April or May hire date. ISBA has a superintendent search service and Ms. Echeverria offered to have a representative from ISBA attend our next board meeting on October 10<sup>th</sup> to discuss further if needed. Chairman Jansen asked to add superintendent search to the October 10, 2016 board agenda and asked that Mr. Seaman report on the board budget so the they can determine what option they have funds for. After the board shared much regret for the District losing such a fantastic superintendent, Trustee Babayan moved to accept Superintendent Dobbs retirement. Vice Chairman Matsuoka seconded the motion. Motion passed unanimously.

VII. 2015-2020 Strategic Plan Updates

Community Relations Specialist, Eva Craner read each of the 2015-2020 Strategic Plan tasks to the board and the board discussed and updated each as needed. Vice Chairman Matsuoka moved to approve administration tasks recommendations along with the boards modifications. Trustee Barron seconded the motion. Motion passed unanimously. The board also discussed classified compensation ideas, incentives for students to go into education, and other ideas that fall within board tasks.

VIII. Facilities Update

Director of Educational Technology and Operations, Brady Dickinson gave a brief update and presented the bond budget summary report as of September 28, 2016. The bond budget summary report outlined income figures totaling \$78,842,247.26; expenditure figures totaling \$78,342,260.49; and \$499,986.77 funds remaining as owner contingency. He reported the current status of each bond project which includes Pillar Falls Elementary School, Rock Creek Elementary School, South Hills Middle School, Twin Falls High School remodel, Canyon Ridge High School addition, and district wide safety and camera upgrade. Dr. Dickinson also shared other non-bond projects which include District Office remodel, Magic Valley High School remodel, and construction of a food storage facility. Director of Secondary Programs, L.T. Erickson shared a middle school reconfiguration timeline for South Hills Middle School opening.

IX. Enrollment Update

Superintendent Dobbs reviewed enrollment figures from the 4<sup>th</sup> Friday in September 2015-16 as compared to this year's 4<sup>th</sup> Friday in September 2016-2017 report. Enrollment is up approximately 270 students from this time last year, which is about 3% growth rate. The Board discussed with the superintendent the policy and the process followed with transferring teachers from one school and/or grade level to another school and/or grade level. The district



ended up transferring six teachers to a different school and/or grade level. Some transferring of teachers had to be last minute because until registrations were complete we didn't know where the class sizes were high or low. For elementary, there were 6 transfers out of 178 teachers.

X. Personnel A. Information Item:

1. Superintendent Dobbs asked the board to consider a raise in the same proportional amount the teachers received (5.5% was the average increase to teachers), retirement date of September 1, 2017 which is two months beyond the annual contract term, two additional weeks of vacation, and one more \$10,000 stipend into his PERSI Choice 401k Plan. All retroactive back to July 1, 2016.

X. Personnel B. Action Item:

1. After a brief discussion Vice Chairman Matsuoka moved to approve the proportional salary increase, additional two weeks leave, stipend to PERSI, and a retirement date of September 1, 2017 with the possibility of adjustment to the last two months of his contract, if needed, as requested. Trustee Barron seconded the motion. Motion passed unanimously.

Trustee Babayan moved to adjourn the meeting. Vice Chairman Matsuoka seconded the motion and the motion passed unanimously. Meeting adjourned at 7:50 p.m.

ATTEST:

\_\_\_\_\_  
Chairman, Bernie Jansen

\_\_\_\_\_  
Clerk, Michelle Lucas

# Twin Falls School District #411

## Monthly Long-Term Suspension Board Report

September, 2016

| School Name                                       | Total Males | Total Females | # Students - Fighting | Total # Days | # Student -Battery | Total # Days | # Students - Truancy | Total # Days | # Students - Tardies | Total # Days | # Students - Drugs | Total # Days | # Students - Insubordination | Total # Days | # Students - Smoking | Total # Days | # Students - Safety- Threat | Total # Days | # Students - Harassment/Bullying | Total # Days | # Students - Sexual Offense | Total # Days | # Students - Other | Total # Days |
|---|-------------|---------------|-----------------------|--------------|--------------------|--------------|----------------------|--------------|----------------------|--------------|--------------------|--------------|------------------------------|--------------|----------------------|--------------|-----------------------------|--------------|----------------------------------|--------------|-----------------------------|--------------|--------------------|--------------|
| Bickel Elementary                                 | 2           | 0             |                       |              |                    |              |                      |              |                      |              | 2                  | 4            |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Harrison Elementary                               | 0           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Lincoln Elementary                                | 5           | 0             | 5                     | 3            |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Morningside Elementary                            | 3           | 0             | 3                     | 1.5          |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Oregon Trail Elementary                           | 0           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Perrine Elementary                                | 1           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              | 1                    | 1            |                             |              |                                  |              |                             |              |                    |              |
| Pillar Falls Elementary                           | 0           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Rock Creek Elementary                             | 0           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Sawtooth Elementary                               | 0           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Robert Stuart Middle school                       | 1           | 0             |                       |              | 1                  | 1            |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Vera C. O'Leary Middle School                     | 7           | 0             | 5                     | 17           |                    |              |                      |              |                      |              |                    |              |                              |              | 2                    | 10           |                             |              |                                  |              |                             |              |                    |              |
| South Hills Middle School                         |             |               |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Bridge Academy                                    | 2           | 0             |                       |              |                    |              |                      |              |                      | 1            | 2                  | 1            | 1                            |              |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Twin Falls High School                            | 5           | 3             | 2                     | 4            | 1                  | 3            |                      |              |                      |              | 1                  | 2            |                              |              | 1                    | 5            | 2                           | 4            |                                  |              | 1                           | 2            |                    |              |
| Canyon Ridge High School                          | 4           | 4             | 4                     | 10           |                    |              | 1                    | 2            |                      |              |                    |              |                              |              | 3                    | 4            |                             |              |                                  |              |                             |              |                    |              |
| Magic Valley Alternative H.S.                     | 2           | 0             |                       |              |                    |              |                      |              |                      |              |                    |              | 2                            | 4            |                      |              |                             |              |                                  |              |                             |              |                    |              |
| Totals  | 32          | 7             | 19                    | 36           | 2                  | 4            | 1                    | 2            | 0                    | 0            | 1                  | 2            | 4                            | 7            | 2                    | 4            | 7                           | 20           | 2                                | 4            | 0                           | 0            | 1                  | 2            |
| Districtwide - Total Number of Students Suspended |             |               |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             | 39           |                    |              |
| Districtwide - Total Number of Days Suspended     |             |               |                       |              |                    |              |                      |              |                      |              |                    |              |                              |              |                      |              |                             |              |                                  |              |                             | 80.5         |                    |              |

Early Graduation Requests

|                  |      |
|------------------|------|
| Caitlyn Trammell | CRHS |
| Masib Perez      | CRHS |
| Jordan Osburne   | CRHS |
| Hallie Thompson  | TFHS |

## Sale/Disposal of District Property

| Item Description:                                  | Estimated Value |
|--|-----------------|
| Prentice Hall: Mathematic Course 1 (520 Textbooks) | Less than \$500 |
| Prentice Hall: Mathematic Course 2 (580 Textbooks) | Less than \$500 |
| Prentice Hall: Mathematic Course 3 (575 Textbooks) | Less than \$500 |

As per Idaho Code 33-601 and District Policy 9100

Less than \$500 – For property that has an estimated value of less than five hundred dollars (\$500), the property may be disposed of in the most cost-effective and expedient manner by an employee empowered by the District to do so. However, the employee shall notify the Board in writing of the item(s) to be disposed of and the manner in which they will be disposed prior to disposal of the property.

These text books are no longer used.

# EMPLOYEE OF THE MONTH QUESTIONS

|   |   |
|---|---|
| <b>Name:</b>  | Briana Rieth  |
| <b>Position:</b>  | 5 <sup>th</sup> Grade Teacher   |
| <b>Hometown:</b>  | Twin Falls  |
| <b>Inspiration:</b>   | My hard-working mother  |
| <b>Pet Peeve:</b>   | People calling me “hun”   |
| <b>You Have a 10 Minute Speech to give at a High School. What is the Title?</b> | “Just Keep Swimming”  |
| <b>What Word Describes you Best?</b>  | Fun-loving  |
| <b>One Thing People Don’t Know About You:</b>                                   | I am a vegetarian that hunts.   |
| <b>If you Could be any Character in Fiction, Who Would you be?</b>              | Garfield, he gets to eat and nap all day. ☺   |
| <b>Favorite Movie or Book:</b>  | <u>1,000 Gifts</u> by Ann Voskamp   |
| <b>Which Sitcom, Past or Present, is most Reflective of your Life?</b>          | Modern Family   |
| <b>How do you want to be Remembered?</b>  | I would like to be remembered as someone who brought joy and laughter to every situation. |
| <b>The Favorite Part of My Day Is:</b>  | I love crawling into bed after a productive day.  |

## Principal Note:

Briana is a ray of sunshine at Bickel School. She is always, **always** pleasant, professional, and personable. Staff, students, and parents have nothing but kind words to say about Briana. She is a hard worker and always gives 110%. She was one of the teachers who had to make a move right before school started. Once it was decided that she would be moving from second grade to fifth grade, Briana had about two hours before open house. She welcomed her students and families with open arms as if she had been planning for their arrival all summer. Briana also has taken on leadership roles as Bickel’s communication rep and website coordinator. We are fortunate to have her at Bickel!

# EMPLOYEE OF THE MONTH QUESTIONS

|   |  |
|---|--|
| <b>Name:</b>  | Kayla Paulk  |
| <b>Position:</b>  | Title 1 Paraprofessional   |
| <b>Hometown:</b>  | Buhl, ID   |
| <b>Inspiration:</b>   | My inspiration is knowing I can fail. I do not like to be bad at anything so I will try to go above and beyond to succeeded what whatever it is I am doing.  |
| <b>Pet Peeve:</b>   | My biggest pet peeve is not being organized! I like things neat and tidy. Everything should have a place.  |
| <b>You Have a 10 Minute Speech to give at a High School. What is the Title?</b> | Dreams Don't Work Unless You Do  |
| <b>What Word Describes you Best?</b>  | I would say that creative would best describe me, I love to be crafty. My husband on the other hand believes the word stubborn best describes me...  |
| <b>One Thing People Don't Know About You:</b>                                   | I was born in Adak Alaska on a little Navy base. They do not let civilians on or near the base anymore so I will never be able to see my place of birth.   |
| <b>If you Could be any Character in Fiction, Who Would you be?</b>              | If I could be a fictional character, I would love to be Beatrice Prior from Divergent, without all the awful people trying to kill her.  |
| <b>Favorite Movie or Book:</b>  | I don't practically have a favorite book. I love to read books that come in a series like The Hunger Games, Divergent  |
| <b>Which Sitcom, Past or Present, is most Reflective of your Life?</b>          | Friends would be a great sitcom to describe my life. Growing up in a small town your closest friends grew up with you. Even after marriage, babies and some friends moving away we all have stayed very close. |
| <b>How do you want to be Remembered?</b>  | I want people to look back on my life and remember me by changing the lives of children. Not every child has someone who believe in them and I want to be that person who can make a difference!               |
| <b>The Favorite Part of My Day Is:</b>  | My favorite part of the day being able to work with each grade level. Kindergarten and 1 <sup>st</sup> grade is always something I look forward to. The kids are so fun and always eager to learn new things.  |

## Principal Note:

Although Kayla has only worked at Bickel a short time, the impact has been enormous. She is always buzzing about the building with a smile on her face as she moves from one job assignment to another. She can quickly adjust to working with kindergartners to fifth grade students, letters and sounds to reading comprehension, or small groups to making copies. Students know the expectations are high, but with Kayla's guidance, they are attainable. Kayla works well with all staff members and is well liked by everyone. Her cheerful, positive attitude is contagious. Her bright smile warms the building. The students and staff at Bickel are lucky to have Kayla.

# A SERVICE OF THE ISBA: SUPERINTENDENT SEARCH



In successful districts and charter schools, the board and superintendent/administrator work as a team. There is a common goal to improve student achievement where both sides work to keep the relationship positive and effective. When boards seek a superintendent/administrator who will fit their district or charter school and whose professional skills are outstanding, it is prudent to secure outside assistance.

The Idaho School Boards Association (ISBA) is the place to turn for help when selecting a new superintendent/administrator. ISBA has skilled, experienced, and helpful staff dedicated to serving local boards.

We are in a position to make recommendations as to the professional work, skill level, and instructional leadership experience of those interested in applying for a superintendent position. As a school board association we belong to the National Association of Superintendent Searchers, helping us bring you the best national search possible.

When a district or charter school decides to use ISBA to lead the search process, it not only gets the skill and experience of the search team, but it can also draw upon our other in-house resources such as legal advice, and research data related to the search.



Contact: Misty Swanson / Idaho School Boards Association

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web [www.idsba.org](http://www.idsba.org)  
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# packageSERVICES:

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## Option 1: Marketing of Opening

\$2,500

With this option, ISBA will work with your district or charter school to determine the qualifications of the desired candidate. ISBA will then market the opening around Idaho as well as in other states. ISBA will forward all applications to the district or charter school for their review. The consultant/staff will develop a checklist for applicant review and will provide a list of pros and cons of each applicant to the Board.

## Option 2: Marketing + Superintendent Search

\$7,500

With this option, your district or charter school receives all of the services in Option 1 in addition to search services. Once ISBA completes the marketing of the opening, we will appoint a qualified and experienced staff member to assist your district or charter school with the search. This includes reviewing the applications, informing the board of candidates who are not qualified (based on information provided on the application), and assisting the district or charter school in determining the top candidates to interview. The consultant/staff will work with board members to determine the most effective questions as well as what the board should be listening for during the interviews based on their identified qualifications and requirements. Also, the consultant/staff will work with the board on an effective process of conducting reference checks when candidates have been selected for the interview process. ISBA will set up interviews with the top candidates, and, if the board prefers, a staff member can assist with the interview process. This could include preparing a list of interview questions and being present for interviews. There is an additional cost if you choose to have a staff member present during the interviews.

## Option 3: Marketing + Superintendent Search + Coaching

Cost varies depending upon level of coaching the charter school or district desires. With this option, the district or charter school receives all of the services in Options 1 and 2 in addition to a coaching service. Because the first year is so critical for setting the tone of professional relationships, ISBA offers a year-long coaching program to help your new team operate effectively. ISBA will meet with you and your new superintendent once per month to discuss any of the following:

- Governance
- Expectations
- Goal Setting
- Operating Agreements
- Performance Evaluation
- Public Meetings and Executive Sessions
- Effective Communications
- Roles and Responsibilities
- Board and Supt. Relationships
- Public School Funding in Idaho
- K12 Public School Laws in Idaho

## Option 4: Superintendent/Administrator Listing \$150 - \$250

ISBA can help to promote your Superintendent/Administrator openings through our Job Center. For a flat rate of \$150 for 4 weeks, \$200 for 8 weeks, or \$250 for 12 weeks, ISBA will promote the opening on the Job Center and through various contacts around the State and country.

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## a la carte SERVICE:

### Assistance with Interview Process \$1,000 (plus travel time & expenses)

Are you aware of the questions you can and can't ask your superintendent candidates? Don't cause your Board undue problems or embarrassment by asking illegal or inappropriate questions. With this option, we will provide an experienced staff member who will assist your Board with the interview process. If you choose, this staff member will travel to your district or charter school and ask the interview questions or lead your Board in the interview process.



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# *Ray and Associates, Inc.*

## **specializing in** school leadership searches

LEADERS IN SCHOOL EXECUTIVE SEARCHES WITH OVER 37 YEARS EXPERIENCE



### ARE YOU SEARCHING FOR A NEW LEADER FOR YOUR SCHOOL DISTRICT?

#### **RAY AND ASSOCIATES, INC. CAN HELP**

Our firm will assist our client districts in selecting leaders who excel at the position and who are a true match.

Ray and Associates, Inc. specializes in educational executive leadership searches. We recruit traditional and non-traditional candidates for public schools, private schools and higher education institutes/organizations.

We have many years of expertise helping organizations fill the following positions: superintendent, assistant superintendent, chief executive officer, commissioner of education, chief financial officer, executive director, principal, chief academic officer, human resources director, business manager, athletic director and other administrative positions.

#### **THE MOST IMPORTANT TASK**

Hiring a new school leader will be the most important task you perform as a school board member. Your success in the search process will affect the district's educational programs for years to come.

The administrator you select must be a qualified professional who can work well with the board, the staff and the community to provide a quality education for your students.

Our firm is uniquely equipped to assist you in the selection of a superintendent who meets the particular needs and qualifications of your school district.

Serving as consultants, Ray and Associates, Inc. advises and recommends; however, the board always makes the final decision. Our aim is to become lasting partners with the board to enable them to hire and retain the best possible school leader.

It is our goal to make the selection process professional, efficient and successful — successful in that the board finds the right superintendent for its district.

#### **WE WILL ASSIST THE BOARD BY OFFERING THE FOLLOWING SERVICES...**

- Customize the search process to meet the needs and expectations of the district.
- Develop an effective timeline for the search.
- Gather and organize constituent input to help develop the profile of the position.
- Advertise the position vacancy in the most cost-effective and productive venues.
- Aggressively recruit a diverse pool of candidates who meet or exceed district expectations.
- Conduct background investigations of leading candidates.
- Provide written candidate reports on recommended semi-finalists.
- Provide a consensus building process to reduce divisiveness on issues and candidates.
- Establish the interview format, procedures, schedule and interview questions.
- Provide a Board Self-Assessment Survey and subsequent report and will work with the board on any governance issues during and after the search.
- Provide assistance as needed to finalize the contract with the selected finalist.

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Our firm will assist our client districts in selecting leaders who excel at the position and who are a true match.

### **WE ALSO PROVIDE SEARCH SERVICES FOR OTHER TOP ADMINISTRATIVE POSITIONS**

Whether you are in need of a building principal or a central office administrator, we can be of help. We specialize in recruiting excellent candidates for a wide variety of district positions. Our work relieves district personnel from the time demands required to do a proper search, thus allowing them to concentrate on their appointed duties.

Our firm will assist our client districts in selecting leaders who excel at the position and who are a true match.

While our services are unmatched in effectiveness and efficiency, our fees are very competitive. If you compare us, we are confident that you will be pleased with our reputation and our record of successful placements.

### **WHY HIRE RAY AND ASSOCIATES, INC.?**

Our firm is equipped to assist you in the selection of a superintendent or other top administrative professional who meets the particular needs and qualifications of your school district.

### **WHAT SETS US APART FROM OUR COMPETITORS**

- We aggressively and actively recruit candidates who are not looking for jobs.
- Each search we conduct is unique, thus we customize our services to match our clients' needs.
- We are extremely objective in our approach, owing no candidate any favors. We work for our clients.
- We have the largest recruiting network of associates in the country.
- We have a large database of prescreened candidates, some of whom may well fit your position profiles.
- We receive more completed applications than any other search firm in the country.
- We provide a consensus building process for the board that readily identifies top candidates.
- We facilitate swift contract closure once the final decision on whom to hire is made.
- We maintain a relationship with the district throughout the entire tenure of the new school leader.

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*Ray and Associates, Inc.*

## 2017 Proposed Resolutions

*Resolutions representing the aims and purpose of the Idaho School Boards Association (ISBA) legislative and otherwise, shall be considered one of the most important functions of the Annual Convention. Resolutions adopted at the Annual Convention automatically remain valid policy of the ISBA for a period of two years unless otherwise acted upon.*

**(ISBA Bylaws, Article X)**

| TFSD Vote | No.* | Resolution   | Submitted by             |
|-----------|------|--|--------------------------|
|           | 1    | Flexibility for Hiring Principals and Superintendents  | North Valley Academy     |
|           | 2    | Funding Impact from Student Extra- Curricular Participation  | Teton                    |
|           | 3    | Student Safety Supplemental Funding  | West Jefferson           |
|           | 4    | Hiring Retired Law Enforcement Officers as School Resource Officers                                    | Cassia                   |
|           | 5    | Retention of Retired Teachers  | Jerome                   |
|           | 6    | Funding School Construction  | West Ada                 |
|           | 7    | Reducing the Super Majority Requirement for Approval of School Facility Bonds                          | St. Maries               |
|           | 8    | Reduce the 2/3 Majority Vote Requirement to a Simple Majority in Order to Convene an Executive Session | St. Maries               |
|           | 9    | Opposition to Amending Article IX Section V of the Idaho Constitution                                  | Boise                    |
|           | 10   | Incentive to Encourage Students to Pursue Teaching   | Buhl                     |
|           | 11   | Rural School Centers   | Buhl                     |
|           | 12   | Salary Based Apportionment for Classified Employees  | Weiser, Lakeland, et al. |

\*Resolutions were numbered pursuant to the order in which they were received.

**Note:** The ISBA Executive Board adopted the following statement as a guiding principle for making decisions regarding the Board's recommendations on resolutions:

*"The ISBA Executive Board supports the principle of local control for public schools, the full funding of the career ladder, and the appropriation of operational funds from 2009 up to 2017 adjusted for inflation. Until this has been achieved, the Executive Board will not support any resolution or legislation that would result in any new line items in the State education budget."*

## **2017 ISBA RESOLUTION NO. 1**

### **FLEXIBILITY FOR HIRING PRINCIPALS AND SUPERINTENDENTS**

**WHEREAS**, there are many school districts in Idaho in need of principals or superintendent candidates; and

**WHEREAS**, the State of Idaho provides funding only for certified school administrators with past experience as teachers in these positions; and

**WHEREAS**, local school boards could benefit from an expanded hiring pool;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work to allow local districts additional flexibility in the hiring of principals and superintendents by including reimbursement approval for those candidates holding the minimum of a bachelor's degree with the addition of EITHER at least a master's degree in business or public administration OR appropriate work experience that fits the growth and operational requirements of the educational organization.

### **STATEMENT OF PURPOSE**

Due to the limited number of applicants in the administrative hiring pool, the Idaho School Boards Association should actively work to allow local districts additional flexibility in allowable qualifications for principals and superintendents.

**Submitted by North Valley Academy School District No. 482**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Candace Burns of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 2**

### **FUNDING IMPACT FROM STUDENT EXTRA-CURRICULAR PARTICIPATION**

**WHEREAS**, many students in Idaho participate in extra-curricular activities that require travel and time out of the school day; and

**WHEREAS**, Idaho Code requires students to attend a minimum of four hours per day to be counted as a full day of instruction; and

**WHEREAS**, travel time to other schools to participate in extra-curricular activities jeopardizes students' time in school; and

**WHEREAS**, students time out of school negatively impacts the Average Daily Attendance (ADA) funding for school districts;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature and Idaho State Department of Education to amend Idaho Code to allow for school districts to not be penalized on ADA funding due to travel required for students to participate in school sponsored extra-curricular activities.

### **STATEMENT OF PURPOSE**

The Idaho Legislature should review the impact on school district funding in Idaho caused by the travel required for student participation in school sponsored extra-curricular activities.

**Submitted by Teton School District No. 401**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: NONE**

Brett Plummer of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 3**

### **STUDENT SAFETY SUPPLEMENTAL FUNDING**

**WHEREAS**, student safety is the number one concern of parents and school officials; and

**WHEREAS**, Section 33-1631, Idaho Code and Administrative Rule No. 08-0202-1601 require districts to respond properly and report acts of bullying, harassment, and hazing; and

**WHEREAS**, the presence of a School Resource Officer (SRO) has been shown to reduce negative student behaviors as well as build positive student/law enforcement relationships; and

**WHEREAS**, many rural districts experience significant law enforcement response time; and

**WHEREAS**, most rural districts lack adequate funding to hire a school resource officer; and

**WHEREAS**, most rural districts do not have staff who are properly trained in crisis response techniques;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to develop a supplemental funding mechanism to help all districts retain school resource officers or train onsite personnel to properly handle student safety issues.

### **STATEMENT OF PURPOSE**

Schools are faced with increasing costs of keeping students safe. SRO's are a proven deterrent to both in-house and outside violent behavior. Many small and rural districts have a long response time from law enforcement, but cannot afford an SRO. This resolution would work to create a funding formula similar to the full time equivalent formula which would consider student population, number of schools, and response time from law enforcement, allowing all Idaho students to have a reasonable level of security.

**Submitted by West Jefferson School District No. 253**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Ryan Ashcraft of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 4**

### **HIRING RETIRED LAW ENFORCEMENT OFFICERS AS SCHOOL RESOURCE OFFICERS**

**WHEREAS**, school safety and security is a primary concern of school board members, administrators, staff, parents, and community members; and

**WHEREAS**, placing School Resource Officers (SROs) in schools increases the safety and security of the school by creating an ability to appropriately respond to threats of violence including use of weapons; and

**WHEREAS**, retired police officers have the training and experience needed to serve as SROs; and

**WHEREAS**, Section 59-1301 et seq., Idaho Code sets the service retirement at what is known as the rule of 90 for public employees; and

**WHEREAS**, Section 59-1301 et seq., Idaho Code sets the service retirement at what is known as the rule of 80 for police officers; and

**WHEREAS**, a police officer could conceivably reach service retirement rule of 80 when he or she reaches age 50; and

**WHEREAS**, Sections 33-1004H and 59-1356, Idaho Code allow school districts to hire retired teachers and administrators; and

**WHEREAS**, Idaho Code and the Public Employee Retirement System of Idaho (PERSI) rule limits the amount of time a “service retired” PERSI member can work for another PERSI employer to less than 20 hours per week unless the retiree was age 62 or older at time of retirement; and

**WHEREAS**, it may be in the best interest of the school district to hire a full-time SRO rather than having to coordinate the use of part-time (less than 20 hours per week) resource officers restricted by PERSI;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work with the Idaho Legislature to amend Idaho Code removing the less than 20 hours per week limitation on police officers that met service retirement prior to age 62 and are hired to function as a School Resource Officer as well as seeking funding with which school districts can defray costs associated with employing retired police officers as School Resource Officers.

## **STATEMENT OF PURPOSE**

School safety and security is a concern for Idahoans especially given the tragedies that have occurred involving students and staff at public schools over the years. To deter criminal acts many school districts have hired school resource officers. The advertised presence of trained law enforcement personnel assigned to campuses and adequately armed to defend themselves, students, and staff serves as a deterrent to would be criminal activity. Additionally, some school districts have allowed staff members to carry firearms and have provided public notice of such. At present a police officer that reaches service retirement prior to age 62 will be restricted to working less than 20 hours per week. Eliminating that restriction would enable school districts to hire retired police officers as school resource officers on a full-time basis in addition to allowing them to receive their full PERSI benefit without penalty.

**Submitted by Cassia Joint School District No. 151**

## **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Jim Stoor of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**



## **2017 ISBA RESOLUTION NO. 5**

### **RETENTION OF RETIRED TEACHERS**

**WHEREAS**, the retention of highly effective experienced teachers is essential to the academic achievement of students in the Idaho public schools system; and

**WHEREAS**, the State of Idaho is experiencing a shortage of teachers in the various grade levels and subject areas; and

**WHEREAS**, many of our most experienced teachers are retired or approaching retirement; and

**WHEREAS**, the Internal Revenue Service (IRS) has changed their regulations regarding retirees;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association will work with the Idaho Legislature to amend current law to allow school districts to employ certified teachers and administrators who are receiving benefits from the Public Employee Retirement System of Idaho. Certified employees who have retired upon reaching the rule of 90 and the age of 60 years old would be eligible to return to full time work under a one year Retired Teacher or Administrator Contract.

### **STATEMENT OF PURPOSE**

The legislative change would allow school districts to hire experienced retired certified staff under a one year contract to help fill positions due to the teacher shortage in Idaho.

**Submitted by Jerome Joint School District No. 261**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Wally Hedrick of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 6**

### **FUNDING SCHOOL CONSTRUCTION**

**WHEREAS**, Idaho Code currently provides voter-approved property tax measures as the only mechanism to construct schools; and

**WHEREAS**, this mechanism puts all the fiscal responsibility to meet the demands of student enrollment growth and school maintenance on the current property owners in a school district; and

**WHEREAS**, many school districts with rapidly increasing enrollment are unable to construct the facilities necessary to educate new students; and

**WHEREAS**, many school districts struggle to maintain existing buildings so that they are appropriate and safe educational settings;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association research, draft, and submit legislation that proposes supplemental mechanisms to fund school construction and maintenance.

### **STATEMENT OF PURPOSE**

School districts facing rapidly increasing enrollment have only one option for the construction of new facilities – passage of a bond that places a burden on property owners. This resolution seeks supplemental mechanisms to fund school construction.

**Submitted by West Ada School District No. 2**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Jason Knopp of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

**2017 ISBA RESOLUTION NO. 7**

**REDUCING THE SUPER MAJORITY REQUIREMENT  
FOR APPROVAL OF SCHOOL FACILITIES BONDS**

**WHEREAS**, Idaho requires at least a 66.67% super majority approval vote for school facilities bonds AND does not provide state funding for school facilities; and

**WHEREAS**, many school districts in Idaho are in need of improved or new school facilities; and

**WHEREAS**, the quality of school facilities has an impact on school achievement; and

**WHEREAS**, many Idaho school districts have found it very difficult or impossible to pass a school facilities bond;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work to reduce the super majority approval required for passing school facilities bonds.

**STATEMENT OF PURPOSE**

There are desperate needs in the State of Idaho for improved and new school facilities and the State does not provide funding for these facilities. The State of Idaho is trying to raise student achievement and the quality of school facilities has an impact on that achievement. Many districts are trying to address their facility needs, but are having great difficulty achieving, or have not been able to achieve, the 66.67% approval vote for passing a facilities bond. Any reduction of this extremely high approval threshold would help provide better school facilities in Idaho.

**Submitted by St. Maries Joint School District No. 41**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Jennifer Parkins of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

## **2017 ISBA RESOLUTION NO. 8**

### **REDUCE THE 2/3 MAJORITY VOTE REQUIREMENT TO A SIMPLE MAJORITY IN ORDER TO CONVENE AN EXECUTIVE SESSION**

**WHEREAS**, many school districts in Idaho may have a quorum present, however cannot enter into Executive Session because of the lack of a 2/3 vote of the governing board to do so; and

**WHEREAS**, school boards consisting of 5 or more members may be able to convene in regular session by having a simple majority present (3 of 5 member or 4 of 7 members – qualifying a quorum) instead are required to have 4 of the 5 or 5 of the 7 to conduct business in Executive Session due to the governing board language found in statute; and

**WHEREAS**, many times school boards will find themselves needing to address time-sensitive or emergent circumstances that fall under an Executive Session Category. Categories such as personnel matters, disciplinary issues, or student hearings all require a confidential handling by the board and fall under the Section 74-206, Idaho Code and cannot be addressed without the 2/3 vote to enter into the Executive Session;

**WHEREAS**, school boards today face unexpected multiple resignations, family circumstances, and other unplanned absences that render them unable to conduct business of a sensitive nature, because of the inability to obtain the 2/3 of the governing board.

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work to reduce the 2/3 majority vote requirement to a simple majority in order to convene in Executive Session pursuant to Section 74-206, Idaho Code.

### **STATEMENT OF PURPOSE**

Due to the likelihood of not always being able to have a 2/3 majority of members present, the Idaho School Boards Association should actively work to reduce the 2/3 majority vote requirement stated in Section 74-206, Idaho Code to convene in Executive Session to a simple majority.

**Submitted by St. Maries Joint School District No. 41**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Leslie Baker of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED  
TABLED  
FAILED**

**AYES  
NAYES  
TOTAL**

## **2017 ISBA RESOLUTION NO. 9**

### **OPPOSITION TO AMENDING ARTICLE IX SECTION V OF THE IDAHO CONSTITUTION, KNOWN AS THE BLAINE AMENDMENT**

**WHEREAS**, the Idaho State Constitution provides for “the free and thorough public education for children”; and

**WHEREAS**, the Idaho State Constitution as amended by the Blaine Amendment ensures the separation of church and state in Idaho by prohibiting the flow of public money to private or religious institutions for education; and

**WHEREAS**, school districts receiving public funds from the Legislature are required to meet accounting and student achievement standards for those funds; and

**WHEREAS**, an additional layer of state oversight would have to be created to account for the use of public money distributed to either individual families or to private or religious institutions; and

**WHEREAS**, language found in House Joint Resolution 1 from the 2016 legislative session amending Article IX, Section V, Idaho Code, also known as the Blaine Amendment, would inevitably increase Idaho’s educational costs as students already enrolled in private education access state funds. If, for example, the 11,262 children in Idaho current attending private schools received state funds through a scholarship, tax-credit, or voucher for just \$3500 annually, the impact to the education budget would be \$39.4 million; and

**WHEREAS**, Idaho’s students have increasing access to a wide variety of school choice options in the State of Idaho, and parents are free to choose educational services through Idaho’s public education system or educational options in the private sector; and

**WHEREAS**, in other areas of the country that have adopted voucher programs, student achievement has suffered, especially among those children receiving vouchers; and

**WHEREAS**, in the 2016 Gallup Education poll, 63% of those surveyed opposed vouchers;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association opposes amending the Constitution of the State of Idaho, Article IX, Section V, also known as the Blaine Amendment, to allow public dollars to finance private or parochial education in the K-12 education system of the State of Idaho.

### **STATEMENT OF PURPOSE**

We oppose amending The Idaho State Constitution, Article IX, Section V, also known as the Blaine Amendment, for the reasons outlined above. Idaho already has substantial choice in its public school system. A voucher, tax-credit, or scholarship program will cause irreparable harm to the existing system of public schools and will likely harm overall student achievement.

**Submitted by Boise School District No. 1**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Kim Campbell of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 10**

### **INCENTIVE TO ENCOURAGE STUDENTS TO PURSUE TEACHING**

**WHEREAS**, an acute shortage of teachers in Idaho makes it difficult for districts to find qualified applicants for teaching positions; and

**WHEREAS**, the State of Idaho provides no incentive for students to pursue a career in teaching; and

**WHEREAS**, the number of students pursuing a career in teaching continues to decrease in Idaho;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association work to encourage the Idaho Legislature to consider developing an incentive plan to entice Idaho students to pursue a career in teaching by providing grants to students who commit to a teaching profession in Idaho. Provisions would be included that the grant would require re-payment if the student did not complete the required course work within a determined number of years.

### **STATEMENT OF PURPOSE**

Due to the critical shortage of teachers in Idaho, districts have difficulty finding qualified teachers to fill vacancies. An incentive plan would entice students to pursue a career in teaching. The Idaho School Boards Association should actively work on encouraging Legislators to provide funding for an incentive program.

**Submitted by Buhl School District No. 412**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Lacey MacKenzie-Yraguen of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**

## **2017 ISBA RESOLUTION NO. 11**

### **RURAL SCHOOL CENTERS**

**WHEREAS**, Idaho rural school districts are partially funded for certified and non-certified staff positions within the district which are required by Federal and State law; and

**WHEREAS**, many of the specialized certified and non-certified positions require highly specialized certificates or degrees; and

**WHEREAS**, there is a shortage of qualified personnel to fill all the positions within the State of Idaho for special education, counselors, business managers, transportation directors, and others; and

**WHEREAS**, the State and Federal funds for these personnel are in current district appropriation and could be contracted with a Rural School Center to provide highly qualified services to students;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association will identify open or hard to fill specialized certified and non-certified professional positions and the appropriated partial funding of these positions of member districts within the regions of Idaho by assessment of a survey. Additionally, the Idaho School Boards Association will work with the Idaho Legislature to establish Rural School Centers and fund the overhead and administrative cost of the service center which will be administrated through the Idaho Department of Education.

### **STATEMENT OF PURPOSE**

Idaho rural schools are appropriated funds to provide special services and fill certified and non-certified staff positions based on enrollment that will not fund the full time position. These services could be efficiently and effectively provide by professional hired full time by a Rural Schools Center and then contracted by a district for the amount of service actually required. These contract services will increase student and district performance and efficiencies by providing highly qualified personnel.

**Submitted by Buhl School District No. 412**

### **RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO NOT PASS**

Nancy Gregory of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

**PASSED**  
**TABLED**  
**FAILED**

**AYES**  
**NAYES**  
**TOTAL**



## **2017 ISBA RESOLUTION NO. 12**

### **SALARY BASED APPORTIONMENT FOR CLASSIFIED EMPLOYEES**

**WHEREAS**, the State of Idaho distributes the major portion of public school funding through the “Salary-Based Apportionment” (SBA) formula; and

**WHEREAS**, the SBA formula includes separate calculations for instructional, administrative, and classified salary and benefit support; and

**WHEREAS**, the percentage of funds expended by local districts above their SBA allocation for classified salaries is often significantly higher than percentage expended over and above the SBA allocations for administrative and instructional salaries; and

**WHEREAS**, the number of classified full-time equivalents (FTE’s) employed by school districts often exceeds the number funded by the SBA formula; and

**WHEREAS**, districts employ far more professional and technical classified staff, i.e. business and human resource professionals, technology staff, etc. than they did when the SBA formula was first established; and

**WHEREAS**, districts expend large percentages of operational unit funding and supplemental levy revenues to pay for these classified staff; and

**WHEREAS**, the salaries paid for professional and technical classified staff far exceed the State’s salary based apportionment for these employees and school districts need to pay these employees competitive wages to recruit and retain qualified individuals;

**NOW, THEREFORE BE IT RESOLVED**, that the Idaho School Boards Association support changes to the salary based apportionment formula for classified staff designed to bring the percentage paid by the State in line with the percentage paid by districts for instructional and administrative salaries. This should be addressed with changes both to the base salary and number of classified staff provided for by the unit factor.

### **STATEMENT OF PURPOSE**

In the years since the State’s salary based apportionment formula was enacted, school districts have made significant changes in how they are run. The number and percentage of classified staff and technology specialists that manage a district’s human resources and technology operations has increased dramatically. The portion of the State formula that funds classified salaries and benefits was designed with custodians and school secretaries and aides in mind. The need for highly skilled human resource specialists as well as professional business managers and technology specialists to manage the complex and technical aspects of a school district has changed the role for these classified positions. Districts now employ more professional business managers, human resource directors, network administrators, web masters, IT

specialists, etc. and other skilled classified staff than ever before. Additionally, many of these professional and technical employees are hired to meet State and Federal mandated requirements, including reporting in the Idaho System for Educational Excellence (ISEE), the State's Longitudinal Data System.

This resolution calls for changes in the SBA formula to better reflect the need to increase the salaries and the number of FTE's funded by the classified portion of the formula.

- Submitted by Weiser School District No. 431**
- Submitted by Lakeland School District No. 272**
- Submitted by Twin Falls School District No. 411**
- Submitted by Cascade School District No. 422**
- Submitted by Salmon River School District No. 243**
- Submitted by Horseshoe Bend School District No. 73**
- Submitted by Cambridge Joint School District No. 432**
- Submitted by Vallivue School District No. 139**

**RECOMMENDATION OF THE ISBA EXECUTIVE BOARD: DO PASS**

Marg Chipman of the ISBA Executive Board will address the Executive Board's recommendation to the membership at the Business Session of the Annual Convention.

|               |              |
|---------------|--------------|
| <b>PASSED</b> | <b>AYES</b>  |
| <b>TABLED</b> | <b>NAYES</b> |
| <b>FAILED</b> | <b>TOTAL</b> |

See separate  
file in online  
board packet  
for this agenda  
item:

*Policy Work*  
*Second Reading*

Motion to go into executive session:

I move that after a five minute break the Board retire into executive session pursuant to Idaho Code 74-206(1) subsection (b);

(b) To consider the evaluation, dismissal or disciplining or to hear complaints or charges brought against a public employee, staff member or individual agent.