

**TWIN FALLS SCHOOL DISTRICT NO. 411
SCHOOL BOARD MEETING
HELD AT:
CANYON RIDGE HIGH SCHOOL BOARD ROOM
300 NORTH COLLEGE ROAD, SUITE #301
TWIN FALLS, IDAHO 83301**

**June 10, 2019
7:00 P.M.**

AGENDA

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| <p>I. Call to Order</p> <p>II. Pledge of Allegiance</p> <p>III. Procedural Matters</p> <p style="padding-left: 20px;">A. Action Items:</p> <p style="padding-left: 40px;">1. Appoint Interim Board Clerk</p> <p style="padding-left: 40px;">2. Approval of Agenda (Additions and Deletions)</p> <p>IV. Unscheduled Delegations (Audience to Address the Board)</p> <p>V. Consent Calendar - <i>Action</i></p> <p style="padding-left: 20px;">A. Approval of Minutes from the May 13, and 22, 2019 Meetings</p> <p style="padding-left: 20px;">B. Approval of Board Financial Report</p> <p style="padding-left: 20px;">C. Approval of Building Financial Report</p> <p style="padding-left: 20px;">D. Approval of Accounts Payable and Payroll</p> <p style="padding-left: 20px;">E. Approval of Monthly Long Term Suspension Report</p> <p style="padding-left: 20px;">F. Approval of Contracts for Private Service Providers (PSP)/Consultants/Others</p> <p style="padding-left: 20px;">G. Approval of Certified Employees</p> <p style="padding-left: 20px;">H. Approval of Certified Retirement</p> <p style="padding-left: 20px;">I. Approval of Certified Personnel Resignations</p> <p style="padding-left: 20px;">J. Approval of Classified Retirements</p> <p style="padding-left: 20px;">K. Approval of Classified Personnel Resignations</p> <p style="padding-left: 20px;">L. Approval of Extra-Curricular Resignations</p> <p style="padding-left: 20px;">M. Approval of Alternative Authorization/Renewal</p> <p style="padding-left: 20px;">N. Approval of Student Teacher and Intern Requests</p> <p style="padding-left: 20px;">O. Approval of Disposal/Sale of District Property Under \$500</p> <p>VI. Superintendent's Report</p> <p style="padding-left: 20px;">A. Certified Employee of the Month – Sawtooth Elementary School</p> <p style="padding-left: 20px;">B. Classified Employee of the Month – Sawtooth Elementary School</p> <p style="padding-left: 20px;">C. Naming of Robert Stuart Middle School Basketball Court – <i>Action</i></p> <p style="padding-left: 20px;">D. IHSAA Exemplary Achievement Award – Twin Falls High School</p> <p>VII. Instruction</p> <p style="padding-left: 20px;">A. Information Items: (None)</p> <p style="padding-left: 20px;">B. Action Items: (None)</p> <p>VIII. Budget and Finance</p> <p style="padding-left: 20px;">A. Information Items:</p> <p style="padding-left: 40px;">1. BUDGET HEARING: 2019-2020 Budget</p> <p style="padding-left: 40px;">2. AMENDED BUDGET HEARING: 2018-2019 Amended Budget</p> <p style="padding-left: 20px;">B. Action Items:</p> <p style="padding-left: 40px;">1. Action on 2019-2020 Budget</p> <p style="padding-left: 40px;">2. Action on 2018-2019 Amended Budget</p> <p>IX. Personnel</p> <p style="padding-left: 20px;">A. Information Items:</p> <p style="padding-left: 40px;">1. Policy 5416 Vacation Leave Revision</p> <p style="padding-left: 20px;">B. Action Items:</p> <p style="padding-left: 40px;">1. Policy/Procedure Revision Recommendations</p> <p style="padding-left: 40px;">2. 2019 Special Education Manual Approval</p> <p style="padding-left: 40px;">3. Policy 5416 Vacation Leave Revision</p> <p>X. Board Goals</p> <p style="padding-left: 20px;">A. Information Items:</p> <p style="padding-left: 40px;">1. July 17th Board Work Session Draft Agenda</p> <p style="padding-left: 20px;">B. Action Items: (None)</p> <p>XI. Future Agenda Items</p> <p style="padding-left: 20px;">A. Board Work Session July 17, 2019 - 5:00 p.m. @ CRHS room #301 (Tour of Construction Program Building 4:00 p.m. 641 Washington Street South)</p> <p style="padding-left: 20px;">B. July 11th ISBA Summer Leadership – Time: 9:00 a.m. @ Canyon Ridge High School #301</p> | <div style="border: 1px solid black; padding: 10px; background-color: #f0f0f0;"><p>MISSION</p><p>Our mission is to provide a quality education necessary for all students to be successful in life.</p></div> |
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- XII. Executive Session as per ID Code 74-206(1) subsections (b):
(b) to consider student discipline; and to consider personnel issues; classified not receiving reasonable assurance; termination of classified employee.

Action Items:

- (1) Student discipline action
- (2) Personnel issues action

- XIII. Adjournment

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

May 13, 2019

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, May 13, 2019. The following trustees were present: Chairman Bernie Jansen, Vice Chairman, Bryan Matsuoka, Mary Barron, and Todd Hubbard. There were also present Superintendent, Brady Dickinson; Board Clerk, Michelle Lucas; Associate Superintendent, Bill Brulotte; as well as district directors, interested patrons, employees, and the news media. Trustee Paul McClintock was unable to attend.

II. Pledge of Allegiance - The Board of Trustees stood and recited the Pledge of Allegiance.

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 Dickinson asked to add Item VIII. 5, Emergency School Closure Notice, as information and action due to the short notice of the closure. Trustee Hubbard moved to approve the agenda as amended. Vice Chairman Matsuoka seconded the motion. The motion passed unanimously.

IV. Unscheduled Delegations (Audience to Address the Board) – Chairman Jansen asked if there was anyone wishing to address the Board. One request was submitted to Clerk of the Board, Michelle Lucas to address the Board.

Parent of a Twin Falls High School student followed protocol in order to address the Board of Trustees. Ms. Keri Gaus, is requesting to overturn the decision from Superintendent Dickinson denying her request to waive district policy to let her daughter graduate and walk with the Twin Falls High School Graduating Class of 2019. Policy states two (2) math credits must be earned in a student's senior year. Ms. Gaus provided the Board with student records and the letter Superintendent Dickinson sent her in response to her request to waive policy. Ms. Gaus commented that her daughter isn't passing her Algebra II class for 4th quarter, which Ms. Gaus stated her daughter was forced to take. She has the 54.5 credits to graduate, just not the 2 senior math credits. Ms. Gaus feels her daughter's situation is rare and a unique hardship and requests the Board to waive policy. After a couple clarifying questions from the Board, Chairman Jansen stated that the Superintendent will get back to Ms. Gaus with the Board's decision. Ms. Gaus thanked the board for their time.

VI. Consent Calendar – Trustee Hubbard moved to approve the consent calendar which included: minutes from the April 8, 9, and 24, 2019 meetings; board financial reports;

building financial reports; accounts payable and payroll; long-term suspensions list; contracts for private service providers/consultants/others: Ventive, IStations, Achieve 3000, Starr Corporation (x2), PowerSchool, and Youth Change; new teacher contracts for: Claribel Castro-Romero, Jeanie, Cullip, Jenny Quinton, Cameron Hoge, Robertson Fox, Tesha Vinson, Laura Suto, Tanna Fajardo, Diane Turner, Alexis Boyle, Cassidy Ferrell, and Nina McVay; certified retirement from Jean Newman; certified resignations from Christine Putman, Sandra Nordquist, Brannon Harmer, Becky Jaynes, Floyd Adams, and Tamara Phay; new classified employees: Candice Gates, and Becky Jaynes; classified resignations: Kiauna Huber, Heidi Thompson, Christina Ault, Julie Biswell, Nicole Swan, Delaney Bergen, and David Crafton; extra-curricular employees: Justin Lineberry as assistant football and head wrestling coach; Jordan Sundquist, Taysa Haroldsen, Michael Easterling, Chloe Gedrose, and Amanda Perrine; extra-curricular resignations from Tysha Clements, Kevin Lovell, Debbie Mason, Leah Holloway, and Hoover Ron Owen; long term leave of absence for Randy Price; student teacher request and administrative internship for Kyle Miller and Stacy Green; extended/out of state travel request for Canyon Ridge High School; and request for alternative authorization [The TFSD Board of Trustees declared a hiring emergency for the following position]: Mari Nelson as counselor at Harrison Elementary School. The motion was seconded by Trustee Barron. Motion passed unanimously.

VII. Superintendent's Report

- A/B. Superintendent Dickinson announced the certified employee of the month from Canyon Ridge High School for the month of May as Steve Davis, teacher and certified employee of the month from Twin Falls High School as Mark Schaal, business teacher and coach.
- C/D. Superintendent Dickinson announced the classified employee of the month from Twin Falls High School as Kris Guiles, principal's secretary and classified employee of the month from Canyon Ridge High School as Jordan Eldredge, head custodian. Superintendent Dickinson read a brief resume' and presented Mr. Davis, Mr. Schaal, Mrs. Guiles, and Mr. Eldredge each with a gift, plaque, and gift certificate to either Olive Garden or Red Robin.
- E. Katie Kauffman presented a request to approve naming Robert Stuart Middle School's new basketball court "Jack B. Watts" after late Jack Watts who was an educator and coach in Twin Falls School District #411 for thirty-two (32) years. His wife requests the name be Jack B. Watts court and a nice mural painted on the wall at no cost to the district. Ms. Kauffman stood for questions. Chairman Jansen stated that this item will return for action June 10, 2019 and thanked Ms. Kauffman for her time.
- F. Twin Falls Education Foundation Executive Director, Stephanie Hudson introduced herself and shared her background. She noted that this is now a full time position and she will be doing a lot of grant writing, she will still do the Cow Pie event, Red Apple Gala, along with the other traditional events and duties. The Board thanked her for coming to introduce herself and the update.

VIII. Instruction A: Information Items: None

VIII. Instruction B. Action Items:

- 1. Bill Brulotte, Annette McFarlin, Ryan Ellsworth, and Tana Schroeder explained a change to the committee's Early Release Collaboration Monday recommendation. This change was

based off a parent's suggestion to take 5 minutes from the end of A.M. kindergarten and 5 minutes from the beginning of P.M. kindergarten to allow for their early release on Collaboration Mondays. The committee is seeking final board approval pending the outcome of negotiations. The committee did a lot of research, surveying staff, parents, and grade level teachers, etc. and has developed comprehensive guidelines. It's imperative that the time is productive collaboration time for teachers. The committee stressed that there will be no more than one professional development activity per month during collaboration time. Teachers will be asked to show evidence to make sure this time is used productively. The committee representatives and the Board discussed having an update from the committee a couple times a year to celebrate what went right and to review what might have gone wrong, etc. Trustee Hubbard represented the board on this committee and he commented that he hopes the intent of the committee is followed and that teachers are excited about this collaboration time. Trustee Hubbard moved to approve the recommendation for Early Release Collaboration Monday's as submitted pending the outcome from negotiations. Trustee Barron seconded the motion, motion passed unanimously.

2. Director of Secondary Programs, L.T. Erickson, Language Arts Teacher, Matt Coleman, and Master Sergeant, Steven Stephens recapped the information presented at the April 8, 2019 board meeting requesting to add an Art and Science of Military Leadership course at Twin Falls High School for school year 2019-2020. After a brief discussion, Trustee Barron moved to approve this Art and Science of Military Leadership course for Twin Falls High School as submitted. Vice Chairman Matsuoka seconded the motion. Motion passed unanimously.

IX. Budget & Finance A. Information Items:

1. Director of Fiscal Affairs, Bob Seaman highlighted several critical topics within the preliminary 2019-2020 budget. His report reflects amount to carryover of .5%; current expenditure budget of \$61,533,017 exceeding the revenue budget of \$59,596,592, less one time commitments and revenue offsets; and TimeClock Plus net offset to replace AESOP is \$68,700. Mr. Seaman shared that the other unidentified and unmeasurable things like donations, etc. are not in this budget report. There are early literacy funds in the amount of \$1,844,443 that is available to help with shortfalls if we don't qualify for the emergency levy. Mr. Seaman is hoping for a 2% growth in student enrollment for 2019-2020 school year. Next month Mr. Seaman will present the 2019-2020 budget and 2018-2019 amended budget.
2. Although we didn't have any school closures due to inclement weather, we did however suffer from some severe road conditions in our outlining rural areas and severe episodes of the flu at our schools and with teachers. Dr. Dickinson asked the board to adopt the resolution to request an adjustment to our average daily attendance (ADA) for the weeks outlined in the breakdown worksheet provided. Per Idaho Code 33-1003A, the superintendent may make a request to the State Department of Education to have the average daily attendance (ADA) adjusted because of unusual circumstances and this year our circumstances included inclement weather and severe rounds of the flu. This requires board approval and is listed as an action item tonight.
3. The board discussed in detail the 13.62 acre property south of town that administration is recommending for purchase in the amount of \$305,860 for a future elementary school site. This property is located on the West side of Kenyon Road, between Pheasant Road and

Southwood Road, Twin Falls. Mr. Bowman proposed to use the \$182,546 from the sale of the 9.39 acre property next to South Hills Middle School and the remainder of the funds would come from the payback we will be receiving from the Sackett Farm Subdivision (Pillar Falls Improvements) which is due by June 1, 2020 in the amount of \$203,350. Total remaining after the purchase will be \$80,036. This item is also listed on the agenda for action.

4. Director of Educational Technology and Operations, Ryan Bowman shared bid information to re-asphalt Robert Stuart Middle Schools track and District Office parking lot. We received two (2) bids with the lowest bid coming from Idaho Materials and Construction at \$99,466. Administration recommends approval.
5. Superintendent Dickinson reminded the board that on Friday, May 10th, 2019 we had to call off school at Twin Falls High School due to a threat to only that school which was posted on social media. In compliance with Idaho Code 33-1003A the Board of Trustees must declare that closure was an emergency. The district will then send a Certificate of Closure to the State Department of Education (SDE) and the average daily attendance for that day will be considered by the (SDE) as being the same as the days when school was actually in session or when attendance was not impacted. This also requires board action this evening.

IX. Budget & Finance B. Action Items:

1. After board discussion, Vice Chairman Matsuoka moved to approve the resolution by name only "Twin Falls School District #411 Resolution for ADA Adjustment Request for Bickel Elementary, Harrison Elementary, Lincoln Elementary, Morningside Elementary, Oregon Trail Elementary, Perrine Elementary, Pillar Falls Elementary, Rock Creek Elementary, Sawtooth Elementary, Vera C. O'Leary Middle School, Robert Stuart Middle School, South Hills Middle School, Bridge Academy, Twin Falls High School, and Canyon Ridge High School" as proposed. Trustee Hubbard seconded the motion. Motion passed unanimously.
2. After Board discussion, Trustee Hubbard moved to approve the land purchase of 13.62 acres south of town west side of Kenyon Road, between Pheasant Road and Southwood Road, Twin Falls in the amount of \$305,860 as proposed. Vice Chairman Matsuoka seconded the motion, motion passed unanimously.
3. After Board discussion, Vice Chairman Matsuoka moved to approve the bid to re-asphalt Robert Stuart Middle Schools track and District Office parking lot to Idaho Materials and Construction in the amount of \$99,466. Trustee Barron seconded the motion. Motion passed unanimously.
4. Vice Chairman Matsuoka moved to declare an emergency closure due to a threat made to the Twin Falls High School students and staff on May 10, 2019 in compliance with Idaho Code 33-1003A. Trustee Hubbard seconded the motion. Motion passed unanimously.

X. Personnel A: Information Items:

- 1/2. Director of Community Relations, Eva Craner shared the annual School Climate Policy 3720 checklist showing the required policies that need reviewed annually and the first reading for recommended changes to policies/procedures: 2305, 7310, 8210, 8240, 8250, 3563, 7270, and 9100. These will return next month for board action.

3. Director of Support Services, Mike Gemar shared changes made to the special education manual as they require board approval. Mr. Gemar stated that the changes are semantical changes based on 2019 legislation and stood for questions. This item will return next month for board approval.

X. Personnel B: Action Items:

- 1/2. Amendments to policies/procedures: 2700, 2700P, 1313, 1500, 1525, 3530, 7235F1 and F2, 7237, 7320P1/P2/P3, 7450 and 7450P2, as presented last month returned for board action. After Board discussion, Trustee Hubbard moved to approve these policies/procedures as amended. Trustee Barron seconded the motion. Motion passed unanimously.

XI. Board Goals A. Information Items: None

XI. Board Goals B. Action Items: None

XII. Future Agenda Items:

- A. The retiree reception will be May 15, 2019 at Twin Falls County West Building in Suite 1600, located at 630 Addison Avenue West, Twin Falls from 4:00 p.m. to 5:00 p.m.
- B. The ISBA Summer Leadership Institute is set for July 11, 2019, from 9:00 a.m. to 1:00 p.m. at Canyon Ridge High School in room #301.
- C. The next school board work-session is scheduled for July 24, 2019. A draft agenda was shared. Consensus was to add an update on the security aides and the new ALICE program.
- D. Graduations: CRHS - May 20th; TFHS – May 21st; MVHS – May 22nd, at 7:00 p.m.

Superintendent Dickinson reminded the Board that this year's Twin Falls Education Association Retiree Breakfast is Friday, May 24, 2019 at 7:00 a.m. at the Turf Club. This event has been posted so you all can attend.

XIII. Executive Session

Since there was no other business to come before the Board, Trustee Hubbard moved that the Board retire into executive session after a five-minute break as per Idaho Code 74-206(1) subsection (b) & (j): (b) to consider student discipline; and to conduct superintendent evaluation; and (j) to discuss labor contract matters. Vice Chairman Matsuoka seconded the motion. Chairman Jansen asked the Clerk Michelle Lucas to poll the board.

Roll call vote was as follows:

Chairman Bernie Jansen - Yes

Vice Chairman Bryan Matsuoka – Yes

Trustee Mary Barron – Yes

Trustee Todd Hubbard - Yes

Motion carried. The Board convened into executive session at 8:32 p.m.

The Board opened to the public at 9:06 p.m. Trustee Hubbard moved to go out of executive session. Trustee Barron seconded the motion. Motion passed unanimously.

Vice Chairman Matsuoka moved to uphold the hearing officer's recommendation to expel four (4) students from school, two for an indefinite period of time and two for Time Served and that these students be expelled from school as defined in Idaho Code 33-205 and that these students be placed under the purview of the Juvenile Correction Act, Idaho Code 20-510 and 20-511. Trustee Barron seconded the motion and was passed unanimously.

Chairman Jansen presented Superintendent Dickinson with his evaluation letter from the Twin Falls School #411 Board of Trustees. After a brief discussion, Trustee Hubbard moved to extend Superintendent Dickinson's contract for another year for a three-year contract through SY 2021-2022 and approve an increase consistent with the administrations salary schedule increase for school year 2019-2020. Trustee Barron seconded the motion. Motion passed unanimously.

Vice Chairman Matsuoka moved to uphold the decision of Superintendent Dickinson to not waive district policy to allow student A to graduate/walk with her class and for the Superintendent to work with student A on a plan for graduation after summer school.

Trustee Barron moved to adjourn. Trustee Hubbard seconded the motion. Motion carried. The time was 9:09 p.m.

Chairman Bernie Jansen

ATTEST:

Clerk Michelle Lucas

TWIN FALLS PUBLIC SCHOOLS
School District No. 411

201 MAIN AVENUE WEST
 TWIN FALLS, IDAHO 83301
 (208) 733-6900
 Executive Session
 May 13, 2019

The Board of Trustees of Twin Falls School District #411 met in executive session on Monday, May 13, 2019, at 8:32 p.m., at Canyon Ridge High School boardroom #301 located at 300 North College Road, Twin Falls, Idaho. Chairman Bernie Jansen conducted the meeting. Vice Chairman Bryan Matsuoka; Trustees Mary Barron, and Todd Hubbard along with Superintendent, Brady Dickinson; Board Clerk, Michelle Lucas; Associate Superintendent, Bill Brulotte were in attendance. Trustee Paul McClintock was unable to attend.

Since there was no other business to come before the Board, Trustee Hubbard moved that the Board retire into executive session after a five-minute break as per Idaho Code 74-206(1) subsection (b) & (j): (b) to consider student discipline; and to conduct superintendent evaluation; and (j) to discuss labor contract matters. Vice Chairman Matsuoka seconded the motion. Chairman Jansen asked the Clerk Michelle Lucas to poll the board. Roll call vote was as follows: Chairman Bernie Jansen – Yes, Vice Chairman Bryan Matsuoka – Yes, Trustee Mary Barron – Yes, Trustee Todd Hubbard – Yes. Motion carried. The Board convened into executive session at 8:32 p.m. The Board opened to the public at 9:06 p.m. Trustee Hubbard moved to go out of executive session. Trustee Barron seconded the motion. Motion passed unanimously.

Vice Chairman Matsuoka moved to uphold the hearing officer's recommendation to expel four (4) students from school, two for an indefinite period of time and two for Time Served and that these students be expelled from school as defined in Idaho Code 33-205 and that these students be placed under the purview of the Juvenile Correction Act, Idaho Code 20-510 and 20-511. Trustee Barron seconded the motion and was passed unanimously.

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Vice Chairman Matsuoka moved to uphold the decision of Superintendent Dickinson to not waive district policy to allow student A to graduate/walk with her class and for the Superintendent to work with student A on a plan for graduation after summer school.

Trustee Barron moved to adjourn. Trustee Hubbard seconded the motion. Motion carried. The time was 9:09 p.m.

ATTEST:

 Chairman Bernie Jansen

 Clerk Michelle Lucas

TWIN FALLS PUBLIC SCHOOLS

School District No. 411

201 MAIN AVENUE WEST

TWIN FALLS, IDAHO

83301

(208) 733-6900

May 22, 2019

- I. Call to Order - The Board of Trustees of School District No. 411, Twin Falls County, State of Idaho, met in a special board meeting at the District Office Boardroom located at 201 Main Avenue West, Twin Falls, at the hour of 6:00 a.m., on Wednesday, May 22, 2019. The following trustees were present: Chairman Bernie Jansen, and Trustees Mary Barron, and Todd Hubbard. There were also present Superintendent Brady Dickinson, Clerk Michelle Lucas as well as interested patrons, and employees. Trustees Paul McClintock and Bryan Matsuoka were unable to attend.
- II. Procedural Matters Action Items:
 1. Chairman Jansen asked for a motion to approve the agenda. Trustee Hubbard moved to approve the agenda as submitted. Trustee Barron seconded the motion. The motion passed unanimously.
- III. Budget and Finance A. Information Item:
 1. The Twin Falls School District and the Twin Falls Education Association negotiated the teacher's contract for the 2019-2020 school year. The board and association successfully reached a tentative agreement on May 14, 2019. Teachers ratified the agreement earlier today, Wednesday May 22, 2019 with a near unanimous vote, and now needs board approval. Superintendent Dickinson recapped the negotiations summary sheet sent out earlier with the Board. Changes include: **Maternity/Paternity/Adoption:** Certified employees who have worked for the district longer than one full year are eligible for up to 30 days of leave for the birth or adoption of an infant in the first year of life (beginning with the first day of birth or adoption). The employee is only eligible if they have less than 30 days of sick/personal and must use available leave prior to use of maternity/paternity/adoption leave at which time the employee may acquire enough days to reach 30 days of paid leave. For each day of maternity/paternity/adoption leave acquired, the certified employee will receive their daily rate less the certified sub rate as compensation. Employees may be eligible for additional days off without pay according to FMLA guidelines. **Coverage units:** The cap on the number of coverage units an employee can earn in a year will be removed; however, the maximum number that can be carried over from year to the next is 21. In addition, if a certified elementary teacher is asked to cover all or part of a class, the units earned (1 unit = 45 minutes, half day = 3.5 units, full day = 7 units) will be divided by the certified employees that covered all or part

of the class. **Out of zone students:** As a benefit of being a TFSD employee, certified employee's children are given top priority when transfers are available in classes and/or programs. **Master Educator Premiums:** Teachers earning the MEP will have the choice of a lump sum or monthly payments. The district will pay the employer portion of the state benefits. **Collaboration Monday:** Elementary certified personnel will be guaranteed continuous (except half-day Kindergarten) preparation time of at least forty-five (45) minutes (30 on Collaboration Monday-see below) each day during block periods in which their students are involved in Physical Education, Music, Library, Computer or other instruction with a certified teacher, or qualified staff member. Half-day kindergarten teachers will receive forty-five minutes; however, it is not guaranteed to be continuous. Guest teachers shall be provided for library technicians and computer lab assistants. Guest teachers may replace paraprofessionals who are trained to substitute for Library or Computer. Weekly collaboration time will be provided via the addition of an early release. The intent of this time is for collaboration/teaming and planning. It can also be used for building initiatives and/or professional development on one Monday per month. On this day, elementary certified personnel will be guaranteed thirty (30) minutes preparation time during block periods. In addition, if elementary certified personnel are asked to participate in grade level meetings, causing the loss of block period preparation time during the week, this time will be made up during the early release collaboration time. **Salary:** Salary schedule that goes to P6** BA \$55,222/BA24 \$57,222/MA \$58,722 (**Grandfathered. Employees at P5 for the 2019-2020 contract will not automatically move to P6 for 2020-2021. This will be determined during contract negotiations for 2020-2021). In addition, 2% was added to the extra duty calculating base, and high school robotics is now on the index. **Insurance:** 1.5% increase in cost to PPO. Slight change to prescriptions and copay for specialist. Specialist copay will go from \$20 to \$40; prescription: add a \$250 brand name deductible; copays on prescriptions will be eliminated; generic will be \$10, preferred brand will be \$30, and non-referred and specialty will be \$50. Superintendent Dickinson and the District Negotiations Team recommend approval of the 2019-2020 Collective Bargaining Agreement.

III. Budget and Finance B. Action Item:

1. With no other discussion, Hubbard moved to approve the 2019-2020 Collective Bargaining Agreement as outlined. Trustee Barron seconded the motion. Motion passed unanimously.

Trustee Hubbard moved to adjourn the meeting. Trustee Barron seconded the motion and the motion passed unanimously. Meeting adjourned at 6:01 a.m.

Chairman Bernie Jansen

ATTEST:

Clerk, Michelle Lucas

Twin Falls School District #411

Monthly Long-Term Suspension Board Report

May, 2019

School Name	<div></div>																							
	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
"B" "C"																								
Bickel Elementary	4	1									3	9									2	4	5	
Harrison Elementary	0	0																					0	
Lincoln Elementary	1	0																			1	1	1	
Morningside Elementary	1	0																			1	2	1	
Oregon Trail Elementary	1	0									1	1											1	
Perrine Elementary	14	0	3	6	1	2					2	3			2	2	6	18					14	
Pillar Falls Elementary	0	0																					0	
Rock Creek Elementary	1	0									1	5											1	
Sawtooth Elementary	2	0									2	2.5											2	
Robert Stuart Middle school	6	3	4	10					1	5	1	4	1	4					2	6			9	
Vera C. O'Leary Middle School	2	4											5	23			1	1					6	
South Hills Middle School	11	1	3	8							4	8	3	15	2	10							12	
Bridge Academy	5	0					1	4			1	2	2	4			1	3					5	
Twin Falls High School	10	4	2	10			1	2		3	15	2	4	2	6	1	5	3	6				14	
Canyon Ridge High School	10	5					2	4			1	3	1	2	2	6	2	10			7	9	15	
Magic Valley Alternative H.S.	0	0																					0	
Totals	68	18	12	34	1	2	4	10	0	0	5	23	18	40.5	15	58	7	27	11	28	2	6	11	16
													Districtwide - Total Number of Students Suspended										86	
													Districtwide - Total Number of Days Suspended										244.5	

DEFINITION - "Long-Term Suspension" is the exclusion from school or individual classes for a specific period of one (1) FULL school day up to five (5) school days.

NEW CERTIFIED EMPLOYEE 2019-2020

[illegible]



Twin Falls School District #411
201 Main Ave. W
Twin Falls, ID 83301

P 208.733.6900
F 208.733.6987
www.tfsd.org

Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Certified Retirement – 2019-2020

The following certified employee has submitted her retirement letter resigning her position for the 2019-2020 school year:

- Julene Hall – Librarian at South Hills Middle School

The Human Resource Department recommends to the Superintendent and the Board of Trustees that we accept this resignation.



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Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Certified Resignations

The following certified employees have submitted their resignation letter resigning their position for the 2019-2020 school year:

- Amber Green – Teacher – P.E. – resigning .50 of position at Oregon Trail Elementary
- Leslie Wheeler – Teacher – 5th grade at Sawtooth Elementary
- Ariel Newman – Teacher – English at Canyon Ridge High School
- Karli Nelson – Teacher – 2nd grade at Oregon Trail Elementary School
- Jared Sorenson – Teacher – Social Studies at O’Leary Middle School
- Valerie Ridinger – Teacher – Science at South Hills Middle School

The Human Resource Department recommends to the Superintendent and the Board of Trustees that we accept these resignations.



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Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Classified Retirements

The following classified employees have submitted their retirement letter resigning their position for the 2019-2020 school year:

- Jeanette Graham – Custodian – O’Leary Middle School
- Karen Baldrige – Food Service - Cook – Robert Stuart Middle School
- Robbie Hansen – Computer Lab Assistant – Bickel Elementary School

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept these resignations.



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Date: May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Classified Resignations

The following classified employees have submitted their resignation letter resigning their position for the 2019-2020 school year:

Breanna Robbins	Para educator - Special Ed.	Pillar Falls Elementary
Andrea Bradshaw	Playground Aide	Harrison Elementary
John Towns	Custodian	Twin Falls High School
Krystal Koelling	Student Assistant Specialist	Twin Falls High School & Canyon Ridge High School
Binsa Gurung	Food Service – Cook	Twin Falls High School
Rebecca Zaugg	Food Service – Cook	Harrison Elementary School
Audrey Boyle	Playground Aide	Oregon Trail Elementary School
Christine Pierre	CBRS Lead	Support Services
Evelyn Turley	Cafeteria Aide	Sawtooth Elementary
MaryAnn Meier	Food Service – Cook	O’Leary Middle School
Darcy Martin	Para educator – Literacy	Rock Creek Elementary
Kelly Rider	Food Service – Tray washer	Rock Creek Elementary
Amy Hartwell	Para educator – Special Ed.	

The Human Resources Department recommends to the Superintendent and the Board of Trustees that we accept these resignations.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent



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Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent of Schools
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Extra-Curricular Resignations for 2019-2020

The following employees have submitted their resignation letter resigning their position for the 2019-2020 school year:

Ruben Cortez	JV Soccer Coach - Boys	Twin Falls High School
Sharlyn Geddes	Track Coach	O'Leary Middle School
Sharlyn Geddes	Cross Country Assistant	Twin Fall High School
Michelle Larson	Grade Level Leader – Title	District Wide
Derrick Massie	Football Coach	Robert Stuart Middle School
Ashqua Bliss	½ Time Game Manager	Canyon Ridge High School
Devin Johns	JV Assistant Basketball Coach –Girls	Canyon Ridge High School
Caleb Rundle	JV Wrestling Coach	Canyon Ridge High School
Mancole Fedder	8 th Grade Football Assistant	Robert Stuart Middle School
Leslie Hoerner	Track Coach	South Hills Middle School

The Human Resources Department recommends to the Superintendent and the Twin Falls School District Board of Trustees that we accept these resignations.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent



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HUMAN RESOURCES DEPARTMENT

OUR MISSION is to maintain a balanced approach while providing leadership, guidance and quality, customer-driven human resources services to support Twin Falls School District employees.

May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resource Manager

Re: Request for Alternative Authorization

To meet state certification criteria to teach in the designated subject areas, the Twin Falls School District will need to request approval of an Alternative Authorization- Content Specialist from the Professional Standards Commission for the following individual:

Name	Position	School
Weston Smith	Teacher – Art	Canyon Ridge High School

The above individual has been hired as an Art teacher for the 2019-20 school year. Mr. Smith is currently enrolled in the alternate authorization certification program at College of Southern Idaho. Mr. Smith in conjunction with College of Southern Idaho have developed a plan of appropriate pathway to obtain an Idaho Instructional credential with all art endorsement. In order for this employee to be employed as a art grade teacher, the board will need to declare an “area of need.” To declare an area of the Twin Falls School District Human Resource Department has determined an area of need exists in our district for this particular position.

We respectfully request that the Superintendent recommend to the Twin Falls School District Board of Trustees that they “declare an area of need” for the individual listed above.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent



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HUMAN RESOURCES DEPARTMENT

OUR MISSION is to maintain a balanced approach while providing leadership, guidance and quality, customer-driven human resources services to support Twin Falls School District employees.

May 30, 2019

To: Dr. Brady D. Dickinson, Superintendent
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resource Manager

Re: Request for Alternative Authorization - Renewal

To meet state certification criteria to teach in the designated subject areas, the Twin Falls School District will need to request approval of an Alternative Authorization- Content Specialist - Renewal from the Professional Standards Commission for the following individual:

Name	Position	School
Julie Blick	Teacher – 3 rd Grade	Oregon Trail Elementary

The above individual has been rehired as a third grade teacher for the 2019-20 school year. Ms. Blick is currently enrolled in the alternate authorization certification program at College of Southern Idaho. Ms. Blick has successfully completed her first year with the College of Southern Idaho. She's on track to complete the program by May 2020. In order for this employee to be employed as a third grade teacher, the board will need to declare an "area of need." To declare an area of the Twin Falls School District Human Resource Department has determined an area of need exists in our district for this particular position.

We respectfully request that the Superintendent recommend to the Twin Falls School District Board of Trustees that they "declare an area of need" for the individual listed above.

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent



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Brady D. Dickinson, PH.D. SUPERINTENDENT OF SCHOOLS

Date: May 30, 2019

To: Dr. Brady D Dickinson, Superintendent
Twin Falls School District Board of Trustees

From: Sonia DeLeon, Human Resources Manager

Re: Student Teacher Request & Internship Requests

The Human Resources Department recommends to the Superintendent and the Twin Falls School District Board of Trustees that the following university students be allowed to participate as student teacher/intern within the Twin Falls School District. The proposed assignment is listed below.

Name of Student	Subject	Cooperating Teacher	School	Dates	University
Kelsie Rogers	Counseling Internship	Tracie Corle	Sawtooth Elementary	2019-2020	Boise State University
Amy Mink	3 rd Grade	Susan Jahans	Sawtooth Elementary	8/2019-12/2019	University of Idaho
Cheyenne Cereceres	Social Work Internship	Erika Willsey	Lincoln Elementary	8/2019-12/2019	Boise State University

Brady D. Dickinson, Ph.D.
Superintendent of Schools

William Brulotte
Associate Superintendent

Sale/Disposal of District Property

Item Description:	Estimated Value
Library Security System - TFHS Library	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.

Brief Reason:

Security system aging; annual maintenance agreement excessively expensive.

Form of Disposal:

Donation, auction or landfill.

Sale/Disposal of District Property

Item Description:	Estimated Value
Plates of weights from our weight room - Twin Falls High School	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.

Brief Reason:

Old weight plates being replaced.

Form of Disposal: *(auction, recycle, garbage, etc.)*

Recycle through Pacific Steel and Recycle

EMPLOYEE OF THE MONTH QUESTIONS

Classified

Name:	Brian Harshman
School:	Sawtooth Elementary
Position:	Security and Safety Para
Hometown:	Kimberly
Inspiration:	My faith and desire to impact kids
Pet Peeve:	People that speak a lot more than they listen
Favorite hobby away from work:	Marital arts and fitness
What word describes you best?	Versatile
One thing people don't know about you:	That I'm actually very shy by nature.
Why did you choose this career?	Whenever I've chosen any job I've asked myself three questions...Will it challenge me? Can I grown from it? What kind of impact can I have? Sawtooth gave me the answers I needed.
What is the #1 activity on your bucket list:	I would like to publish a book and do some motivational speaking.
How do you want to be Remembered?	Just as a person that did his job, impacted the world around him, and loved his family.
Best day on the job was.....	Hearing that I was employee of the month. It makes all the hard days worth it, when you realize people appreciate what you do!

Principal Note: Having Brian on campus this year has truly made a difference in the behavior and safety at our school. He brought with him a varied background that contributes greatly to his success. Brian has an approachable personality and has very good communication skills. He truly cares for the welfare of children and our entire staff.

Thank you for all you have done for Sawtooth since you have joined us!

EMPLOYEE OF THE MONTH QUESTIONS

Certified

Name:	Leah Jones
School:	Sawtooth Elementary
Position:	2 nd Grade Teacher
Hometown:	Idaho.....moved to many towns in Idaho as a child.
Inspiration:	My mother who is a kindergarten teacher and all my students
Pet Peeve:	Leaving the toilet paper roll empty
Favorite hobby away from work:	Swimming and shopping
What word describes you best?	"Hot mess" or motivated
One thing people don't know about you:	I got my GED
Why did you choose this career?	I love learning and sharing that knowledge with others
What is the #1 activity on your bucket list:	Traveling to Australia
How do you want to be remembered?	Always being kind and doing what is right
Best day on the job was.....	Spending the day with my class at the public library

Principal Note: Leah is our "ball of fire" at Sawtooth! She has been instrumental in getting the coding and robotics clubs started this year. She is always thinking of new and innovative experiences for her students and writing grants for those experiences. She just received a \$10,000 grant for a summer 2020 STEM camp and plans to expand our after school program next year.

We thank Leah for all she has done for Sawtooth since joining us!

**KATIE
KAUFFMAN**

4/10/19

Board of Trustees
C/O Michelle Lucas
Twin Falls School District
Twin Falls, Idaho 83301

Dear Trustees

I am writing to request the privilege of naming Robert Stuart's new outdoor basketball court after the late Jack Watts. Jack was principal of Robert Stuart Junior High for twenty five years and worked in the Twin Falls School District for thirty two years. Jack was an amazing educator and leader in the district. Naming the court for him would be an excellent way to honor his years of dedication and to leave a permanent mark on the place that he spent so many years serving. Per his wife's request the name shown on the court would be Jack B. Watts.

Regards,

Katie Kauffman



IDAHO HIGH SCHOOL ACTIVITIES ASSOCIATION

Serving Idaho's Youth Since 1926

Ty Jones, Executive Director

Julie Hammons, Assistant Director

Mike Federico, Assistant Director

8011 Ustick Road

Boise, ID 83704

Phone #: (208) 375-7027

Fax #: (208) 322-5505

website: idhsaa.org

e-mail: admin@idhsaa.org

May 29, 2019

Dan Vogt and Ted Reynolds
Twin Falls High School
1615 Filer Ave E
Twin Falls, ID 83301

Dan and Ted:

As you are aware, Twin Falls High School has placed third in the 4A 2018-19 Schools of Excellence initiative. Twin Falls has earned "Exemplary Achievement" status due to success in the three major areas of high school activities: academic achievement, athletic/activity performance and citizenship/sportsmanship endeavors.

A plaque honoring your school's achievement will be presented at the IHSAA Annual Meeting Wednesday, July 31st, 1:30 p.m. at the Boise Centre, downtown Boise. We hope you will be present to accept the award.

Your staff and students are to be commended for earning this distinction. If you have any questions regarding the award, or will be unable to attend the Annual Meeting, please don't hesitate to contact our office.

Sincerely,

Julie Hammons
Assistant Director

cc: Dr. Brady Dickinson, Superintendent, Twin Falls School District

The Twin Falls School District provides vacation with pay for all eligible employees for the purposes of rest and relaxation.

1) Eligibility

- a. Eligible employees are defined as certified or non-certified employees who are on the twelve-(12) month work schedule for the District. Employees defined as half-time or full-time full-year employees will earn vacation time equivalent to their respective full- or half-time status (e.g., half-time employees earn half-time vacation.)
- b. Eligibility and calculations of vacation days for classified employees will be as follows:
 - i. Each full year (12 months) classified employee shall be entitled to a paid vacation prorated on the basis of continuous service ending June 30 of the year employed. Each month of employment during the fiscal year (July 1 through June 30) will entitle full-year employees to .83 days of vacation per month of employment (10 days divided by 12 months.)
 - ii. All full-year, 12-month, classified employees who have accumulated seven (7) years of continuous full-time 12-month employment with this District shall begin earning 1.25 days of vacation per month, the first complete month following their 7 year anniversary.
 - iii. All full-year, 12-month, classified employees who have accumulated fourteen (14) years of continuous full-time 12-month employment with this District shall begin earning 1.67 days of vacation per month, the first complete month following their 14 year anniversary.
- c. Eligibility and calculation of vacation days for certified employees will be as follows:
 - i. District-level certified employees will be granted twenty (20) days per contract year, i.e., administrators on twelve-(12) month contracts.

2) Use and Scheduling of Vacation Days:

- a. An eligible employee will request permission from his or her immediate supervisor to schedule vacation days. If approved, the request will be forwarded to the Superintendent. The Superintendent may grant or deny the request as determined by the number of employees absent at a specific time or the need to maintain quality service at the District level.
- b. The administration and staff are encouraged to schedule extended vacations during the summer months (i.e., June, July and August.) Request for vacations

other than this period must have the approval of the Superintendent.

3) Maximum Vacation Days:

- a. Maximum vacation time carryover cannot exceed two (2) years' accrual at the beginning of each fiscal year (July 1.) Excess days will be voided if not used within two (2) years of actually earning the vacation credit.
- b. The number of days to be carried forward will be determined and granted by the Superintendent or designee on July 1 of each fiscal year. Accumulated vacation days exceeding the aforementioned maximum must be used prior to a week before the beginning of the next upcoming school session or they will be forfeited.



Policy History

ADOPTED:

TFSD

REVISED: 9/1/95
4/14/98
8/12/02
8/11/03
5/9/08
8/24/11
9/10/12
8/11/14

**TWIN FALLS SCHOOL DISTRICT NO. 411
SCHOOL BOARD MEETING
HELD AT:
CANYON RIDGE HIGH SCHOOL, ROOM #301
TWIN FALLS, IDAHO 83301**

**July 17, 2019
5:00 P.M.**

AGENDA

- 5:00 p.m.**
- I. Tour of Residential Construction Program Facility (621 Washington Street South)**
 - II. Call to Order/Approval of the Agenda**
 - III. Pledge of Allegiance**
 - IV. Unscheduled Delegations (Audience to Address the Board)**
 - V. Consent Calendar Action**
 - A. Approval of Certified Employees**
 - B. Approval of Certified Release of Contract**
 - C. Approval of New Classified Employees**
 - D. Approval of Classified Resignations**
 - E. Approval of Extra-Curricular Employees**
 - F. Approval of Extra-Curricular Resignations**
 - G. Approval of University Agreement**
 - H. Approval of Student Teaching Request**
 - I. Approval of Administrative Contract**
 - VI. 2018-2019 Data Review - Teresa Jones/L.T. Erickson/Bill Brulotte (30 min)**
 - VII. 10 Year Plant Facilities Plan Update – Ryan Bowman (20 min)**
 - A. District Building Projects Update – Ryan Bowman**
 - VIII. Use of Security Aides Update – Ryan Bowman (10 min)**
 - IX. New ALICE Program Review – Ryan Bowman (10 min)**
 - X. High School Science Curriculum Consideration (5 min)**
 - XI. Board Committee(s) Review – Brady Dickinson (5 min)**
 - XII. Superintendent's Goals and Objectives – Brady Dickinson (15 min)**
 - XIII. Adjournment**

Motion to go into executive session:

I move that after a five-minute break the Board retire into executive session as per ID Code 74-206(1) subsections (b):

(b) to consider student discipline; and to consider personnel issues; classified not receiving reasonable assurance; termination of classified employee.

Action Items:

- (1) Student discipline action
- (2) Personnel issues action