

Teton County School District #401
Minutes of the Regular Meeting of the Board of Trustees
District Office
Monday, July 11, 2016 – 5:30 PM

Members Present:
Delwyn Jensen, Chair
Chris Isaacson, Vice Chair
Ben Kearsley
Shelley Streit
Monte Woolstenhulme, Superintendent
Becca Berry, Clerk

Excused:
Nan Pugh

I. Executive Session

At 5:10 p.m., Ben moved to go into Executive Session according to Idaho Code Section 74-206(1)(a)(c) to discuss personnel, property. Shelley seconded the motion. Roll Call: Shelley Streit voting yes, Delwyn Jensen voting yes, Chris Isaacson voting yes, and Ben Kearsley voting yes. No unopposed votes, motion passed 4-0.

Items discussed:

- a) Personnel
- c) Property

Exited Executive Session at 5:45 pm.

II. Open Session

III. Call to Order

Delwyn Jensen welcomed those in attendance and led the group in the Pledge of Allegiance.

IV. Organization of the Board

Chris nominated Delwyn Jensen for Board Chair, Ben seconded. All in favor.

Ben nominated Chris Isaacson for Board Vice Chair, Shelley seconded. All in favor.

Ben nominated Becca Berry as the Board Clerk. Chris seconded. All in favor.

Shelley nominated Carl Church as the Treasure. All in favor.

Ben nominated Nicole Elliott to be the Federal Programs Director. Chris seconded. All in favor.

V. Consent Agenda

Consideration of Minutes-June Minutes and Working Minutes.

Acceptance of Monthly Financial Reports

Personnel: Left the District: Connie Mahood, Bryon Towler

Chris motioned to approve the consent agenda items. Shelley seconded the motion. Passed 4-0.

Action Items

Public Comments

School Reports: TEA, TVEF, ADMIN

TVEF:

-Tin Cup on Saturday

Admin:

-been busy with reports and hiring staff

TEA:

-No business

Sale of Two Old School Buses

Kendall would like the Board to approve the posting of the sale of a 1995 Thomas International School Bus with 230,522 miles. He would also like to sell a 2001 Blue Bird International with 209,742 miles.

Ben motioned to sell two school buses. Chris seconded the motion. Passed 4-0.

Classified/Admin Salary Proposal

Mr. Woolstenhulme was asked to propose classified/admin salaries working within the \$188k that the Board approved. He took into consideration the following:

1. Number of applicants for open positions (Bus driver, Custodian)
2. Education, skill set required for job (Paras, IT)
3. Competition of pay compared to other agencies (Teton County)
4. Competition of pay compared to other school districts in Eastern Idaho
5. Competition of pay compared to private sector in our community
6. Admin: DRP (Daily Rate of Pay) compared to teachers (Supt. not factored in)
7. District Office: competition with other agencies, private sector, education, skill set
8. Transportation to attract, retain: \$3/hr increase (est. cost: \$20,364)

Proposed increase:

- Transportation/Bus-4% (\$3/hour increase, 4% increase to budget due to reimbursement from the State)
- Maintenance/Custodial-4%
- Secretary-3%
- Paraprofessional-5.5%
- IT-5.5%
- District Office-15.5% **
- Cooks-3%
- School Admin-10% **

**District Office and School Admin's raises are not equal across the department. Monte has given each person in that category a different raise depending on performance. The Board requested that the District move towards performance based raises rather than automatic yearly

raises. As Monte evaluates the two groups he was able to give different raises. In future years other departments will likely move this direction also.

Delwyn applauded Monte for doing this. He thinks it is a step in the right direction.

Ben motioned to accept the proposed pay schedule for School Admin and Classified. Shelley seconded. Passed 4-0.

Delwyn explained that Monte's pay will be discussed in Executive Session and voted on in open session.

Strategic Plan Publishing Timeline

Monte and Becca sent strategic plan information to the ISBA. Becca will share the information with Shelley and Chris. The ISBA will compile everything into one template.

Dual Immersion Review Timeline

Chris presented the timeline. The Board would like to vote on the program in the August meeting.

Mr. Woolstenhulme suggested that phase one be moved back one month (September) so he has time to meet with his admin team and get feedback/fill them in. Ben noted that principals only come in September, January, and June now; it might be good to have something during those months so we can collaborate with them, and get feedback from their staff. Shelley noted that with this program we would want to start with two classes in each grade; starting with Kindergarten and 1st Grade.

Shelley noted that Rigby has suggested having some "champions" in the community. They would be an advocate for this program and help spread positive conversations. Rigby has welcomed anyone who wants to look at their program; we could maybe have community field trips to see Rigby's program. Ben suggested getting some dates together and posting them.

Chris assigned Board members to do certain tasks.

Board Task Calendar 2016-2017

Ben suggested adding the ISBA Resolution to the task calendar so they are aware of the July 31st deadline. Certified contracts are listed on the timeline, when should the classified contracts be on there? Contracts should be done before school is out (May). Mr. Woolstenhulme explained that we can shoot for May but depending on the State releasing financial info and teacher negotiations we might not be able to have the information to do it in May. Ben asked if they still need fuel bid on the timeline. Chris will modify it to review fuel purchasing.

Chris asked when Monte's evaluation should be on the timeline. The ISBA evaluation says, update 1 is in September, update 2 is November, and update 3 is February. May will be the summative report and formal evaluation.

Break

Goals for 2016-2017

Monte presented the draft smart goals. Greg, Megan C, and Lauren have not been part of developing these plans. He worked with the current admin and shared it in google drive so they could add their goals.

One new area he added is 1C-“increase staff time and supports for 9-12 in career & college counseling.” The state is giving high schools money to support this. THS would like to use this money to delegate testing duties from the counselors to someone else so they have more time to work with students on preparing for college. The State wanted this to go into the strategic plan.

Chris would like to see the goals at the district level rather than school/task level. She would like to see curriculum alignment in these goals. She does not want the day to day operational tasks on the district’s plan. The goals should be looking out into the future. What is the district going to do to support teachers and the administration team? The summer program that LeaAnn requested last meeting could be on here. Eggs in Education should be included. The implementation of 5340 should be included.

Delwyn said some of the goals felt like they were on the school level. He would like to zoom out a bit. What is the vision? How can we support the implementation of the goal? An example would be science will be aligned k/12 in 2016-17 and curriculum adopted in 2017-18.

Chris would like the goals to be in a different format. She had a hard time reading it the way it is presented. The format should be able to show the evidence of impact of the goal.

Chris wants the goals to be able to tell the public what we are doing specifically. If we don’t tell them what we are doing, they will create answers themselves and they might not be good.

Shelley thinks the goals need to find a balance of giving the right amount of information. Not everyone wants to see everything. If she was a community member she would not make it through these goals.

Chris would like the goals to be visionary and set the tone for the future. We could talk about technology—don’t talk about the nuts and bolts—talk about the programs. How is technology driving what we do?

Monte noted that he is hearing two things. The goals need to be clear/concise, but the Board wants more information. There are seven goals under student achievement; the admin team took those goals and made sub goals. How are we going to make this happen at the school?

Chris replied that is a school plan, not a district plan. The district plan should be more global.

Mr. Woolstenhulme asked what the district is. In his mind it is the admin team. Chris thinks that the admin team is going to need to wear two hats: one to see the district's vision, and one to implement the goals in their school.

Monte noted that the discussion he had with the admin team was implementing these goals at the school level; he will work on this in a different light with the admin team.

Ben would like to see what the District needs from the Board. MAP is an example of the admin team coming to the Board in regard to a district need.

The admin team will be back in the middle of August and this will be reviewed at that time. He will have the revised goals ready to present in September.

Board/Superintendent Relations—6100P(1)

Nan had some notes on 6100P(1).

Shelley would agree that textbooks are phasing out. They will add curriculum to this document with textbooks on the Board and Superintendent side.

Chris moved to adopt 6100P(1) subjects to the change of adding curriculum to textbooks. Shelley seconded, 4-0.

Charter School Policy Review—Section 10,000

Delwyn has not heard from Kelly. He thought she would have brought something to the Board by now. Any questions? Shelley, does it have to come to the Board? Yes.

ISBA Summer Training, Rigby, 1-6pm

The training will be on July 21st. The Board needs to do a self-evaluation. Monte will send it out and put it on the August agenda.

Board members will let Becca know if they want to go to the training.

Community Outreach Consultant (Future Bond Planning)

Monte had sent Shelley some information on Patriot Insight. She called and left a message and they called back on Saturday. Patriot Insight said they have access to cell numbers. It would take 6-7 weeks for them to do their thing. For a valid sample, they would need 361 phone interviews. They would like to do an online thing for those who were not called. The online survey usually costs \$2-3k but they would do it at no cost. They like to review the results in person which the district would have to pay for. They seemed to be flexible and willing to tweak things to get what we want/can afford.

Delwyn, Shelley, and Monte met with a rep from Gallatin on Thursday and Gallatin did not leave the three of them excited about doing business with Gallatin. The phone service was going to be

pointless. She did not make it sound like it would be worth the money. G2 helped more with the campaign part in Idaho Falls.

Board is looking for a company to help get feedback from the community. They have found that once companies learn more about TSD, they are not eager or willing to help us.

Patriot Insight is like ThoughtExchange in the way that they will look to see if the community trusts the Board. They will be honest with the feedback.

Shelley felt like meeting was a waste of time with G2. The Board will send Shelley their questions about Patriot Insight and she will ask them; the Board would rather not have another pointless meeting.

Policy: 4120/4120F, 5400, 7215

4120

Monte sent to the attorney, take our word grievance and make it complaint. Table to August.

5400

Shelley moved to adopt the changes in 5400. Chris seconded. 4-0.

7215

Delwyn read. Page 1 number 3&5, Superintendent to principal.

Chris moved to adopt 7215 fund accounting systems with the noted changes. Ben seconded. Passed 4-0.

VII. Other Business

Monte, clarification. Supplemental levy in November.

VIII. Public Comments

Lisie Smith

As listening to bond/survey. Idea, could get teachers involved. Do survey in front of Broulins throughout the day to get a hold of people.

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Items discussed:

- a) Personnel

Exited Executive Session ended 9:15 pm.

No other business, Shelley moved to adjourn. Chris seconded the motion. Motion passed 4-0, at 9:15 pm.