

Mountain Home School District No. 193

SCHOOL BOARD MEETING
AUGUST 16, 2011
SCHOOL ADMINISTRATION OFFICE

TRUSTEES PRESENT: Chairman Alexander, Trustee Reynolds, Trustee Murray, Trustee Checketts

OTHERS PRESENT: Tim McMurtrey, James Gilbert, Cliff Ogborn, Sharon Whitman, Tara Handy, Erin Acarregui, Phil Raney, John Lay, Jeff Johnson, Albert Longhurst, Nikki Cruser, Anita Straw, Polly Sanders, Sherri Ybarra, Marsha Baker, Colonel Moser and other base personnel, Mike Jewell Meg DiCarlo Craig, Lary [sic] Craig, Decker Sanders

At 7:30 p.m., Chairman Alexander convened the regular meeting of the Board of Trustees and called for the first item of business.

Prior to the first agenda item, Chairman Alexander stated there was an addendum to the agenda regarding adding an Out-of-District Open Enrollment application, adding Pay for Performance to the agenda, and adding names to the personnel item. He asked for a motion to approve the addendum in accordance with Idaho Code 67-2343 (4)(b)(c). Trustee Reynolds called for a motioned to approve the addendum to personnel, with a second from Trustee Checketts. Chairman Alexander called for a roll call vote:

Roll Call Vote as follows:

Chairman Alexander	Aye
Trustee House	Absent
Trustee Reynolds	Aye
Trustee Murray.....	Aye
Trustee Checketts.....	Aye

and no less than two-thirds (2/3) of the membership in favor thereof, motion authorized.

- I. **APPROVE THE MINUTES OF THE REGULAR BOARD MEETING OF JULY 19, 2011, AND THE SPECIAL BOARD MEETING OF AUGUST 3, 2011.** Chairman Alexander called for a motion to approve the minutes of the regular board meeting of July 19, 2011, and the special board meeting of August 3, 2011. There being no comment, Trustee Checketts moved to approve the minutes of the regular board meeting of July 19, 2011, and the special board meeting of August 3, 2011, with a second from Trustee Reynolds. Motion approved.
- II. **FINANCIAL REPORTS** – Cliff Ogborn. Mr. Ogborn reported on the financial statements for July 2011. The June numbers are still unaudited and year-end accruals and receivables are still being booked. We finally received the 1st payment from Impact Aid for FY11 on August 5, for \$1,200,000. The statements for July reflected a balance of \$2,513,797. Investments in the State Investment Pool are at a negative <\$782,035> pending an adjustment accruing the excess payments to the District from the SDE. Unobligated cash and investments are <\$1,000,767> net of interfund payables. The Income Statement reflected revenue through July is \$1,072,876, primarily from property taxes, which will need to be booked into FY11 as a receivable. Expenses show salaries are at \$1,008,320 of original budget, and benefits are \$335,152. As of July 31, we have a net margin of expenses in excess of revenues of \$466,450. Trustee Murray moved to approve the financial report as presented by Mr. Ogborn. Motion seconded by Trustee Reynolds. Motion passed.
- III. **CONSIDERATION OF BILLS** – Cliff Ogborn. Mr. Ogborn presented the district bills for approval. Trustee Murray moved to authorize payment of the district's bills as presented, with a second from Trustee Reynolds. Motion carried. (A full and complete listing of the District's bills may be reviewed at the District Office, Accounts Payable.)
- IV. **STAFF/STUDENT RECOGNITION** – None

V. **DELEGATION – None**

VI. **PUBLIC INPUT –**

1. Decker Sanders – Mr. Sanders approached the Board and said that he was pleased to see Merit Pay Plan [Pay for Performance] added to the agenda. He then stated it had come to his attention that members of the certificated staff of the district have been informed that the standards by which merit pay be earned this year is through student attendance only. Mr. Sanders continued by saying Senate Bill 1110 lists local shares about how merit pay is to be distributed and that student attendance was in fact one of the measurable criteria's that could be used; however, he felt that AYP was more important. He mentioned that Base Primary has met AYP for a number of years. Mr. Sanders wants the district to certify that certificated employees were consulted when developing the merit for pay plan and he wants the names of those who were part of the consultation. The Board thanked him for his input.

VII. **REPORTS –**

- A. **MOUNTAIN HOME AFB UPDATE** – Mike Jewell. Mr. Jewell deferred to Colonel Buckley and Colonel Moser. Colonel Moser reported that they looked at speed zones around the school and the law doesn't stipulate school speed zones so speed is 30 except around the school and cross walk. He did say that the base was interested in the school bus transportation routes and that he knew of the change this year and he has had feedback from base staff. Chairman Alexander said transportation is always a big issue regardless of whether it's in town or the base, the problem we have is the pressure to reduce expenses, so consolidation is the name of the game with safety concerns being the priority. Mr. McMurtrey inquired about the crosswalk on base by the school. Colonel Moser said it is button activated and believes this won't be a problem. He mentioned that the security forces on base have been notified to monitor the area.
- B. **ADEQUATE YEARLY PROGRESS (AYP) 2010-2011** – Tim McMurtrey. Mr. McMurtrey reported that MHHS made AYP for the second consecutive year, and that East Elementary, North Elementary, and Pine Elementary School made AYP, but even with all the growth (improvement of scores) that each building made, the district still didn't meet AYP. He said MHJH, HMS, and West Elementary didn't make AYP. Mr. McMurtrey reported that the district missed Afro-American Math with a score of 73.2%, Hispanic Reading with a score of 84%, Hispanic Math with a score of 72.3%, Limited English Proficiency Reading with a score of 73.8%, Students with Disabilities Reading with a score of 58.5%, and Students with Disabilities Math with a score of 45.2%. He stated that the schools that missed AYP showed growth and improvement, they just didn't hit the magic number.

Mr. McMurtrey went on to report that HMS missed AYP last year in eight categories and this year they only missed AYP in three categories. He also reported that HMS, MHJH, and MHHS all have the combined students from each elementary school therefore they would most likely have the 34 students qualifying in one of each of the categories (i.e., Students with Disabilities, Limited English Proficiency, Hispanic, etc.) making it more difficult to make AYP, whereas the elementary schools might not have enough students in one of the categories for that category to count, such is the case with Base Primary and Pine Elementary, thus making AYP easier to obtain. Mr. McMurtrey stated that staff members are very aware of AYP and they work hard at making AYP.

Trustee Reynolds asked if a building needed to make AYP two consecutive years to be out of AYP "jail." Mr. McMurtrey answered yes, two consecutive years.

Trustee Checketts asked why we separate students by race. Chairman Alexander replied that the district doesn't, separate the students but the Federal Government wants it broken down by race.

VIII. UNFINISHED BUSINESS –

- A. POLICY REVISION** – 2nd Reading – James Gilbert. Mr. Gilbert presented the second reading of the proposed revisions to Mountain Home School District No. 193 Grievance Policy for Certified Employees. He stated that with all the changes to Idaho Code, we are required to revise and amend any policy that goes against Idaho Code. Mr. Gilbert said the revisions are in alignment with Idaho Code and it provides more local control to school boards. There has been no staff or patron input. Trustee Murray motioned to approve the second reading of the revisions to the Grievance Policy for Certified Employees, as presented by Mr. Gilbert. Trustee Reynolds seconded the motion. Motion granted.

1. Grievance Policy for Certified Employees

MOUNTAIN HOME SCHOOL DISTRICT NO. 193 MOUNTAIN HOME, IDAHO 83647 POLICY GRIEVANCE POLICY FOR CERTIFIED EMPLOYEES

PURPOSE

The purpose of this grievance policy is to provide an equitable method for **certified staff teachers** of School District No. 193, who have reason to believe the District is in violation of any District policy or terms of this employment contract, to bring their grievance to the attention of the proper authority.

GUIDELINES

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall constitute the maximum and every effort will be made to expedite the process. Time limits herein designated may be extended by mutual written agreement between the individual(s)/grievant(s) and the superintendent.

In the event a grievance is filed after May 10th of any school year and strict adherence to the time limits may result in hardship to any party, all parties should work towards an expedient solution to the grievance.

Any grievance not commenced under the provisions herein stipulated within fifteen (15) days after the grievant knew of the conditions upon which such grievance is based shall be null and void.

If a grievant fails to appeal a decision at any level within the prescribed time limits, the grievant shall be deemed to have waived the right to further processing of that grievance. Such time limit shall be ten (10) days after the conclusion of the preceding step.

If the administration, at any level, fails to respond within the prescribed time limits, the grievance may be advanced to the next step of the procedure.

Problems connected with evaluation, probation, and discharge procedures of certificated personnel **as well as for hearings and appeals, including legal representation, for certificated staff members who feel that their rights in relation to employment have been violated** are not considered grievable under this procedure. Provisions **for such** are provided **for** in Sections 33-513, 33-514, 33-514A, 33-515, 33-515A, 33-516, 33-1209, Idaho Code, for hearings and appeals, including legal representation, for certificated staff members who feel that their rights in relation to employment have been violated.

Copies will be filed in triplicate by the grievant as follows:

- ◆ One (1) copy to the party against whom the grievance is being filed,
- ◆ One (1) copy to the appropriate administrator,

- ◆ One (1) copy to the Clerk of the Board, who in turn, is responsible for distributing copies to the District Superintendent, **District Assistant Superintendent**, and each trustee. **A copy may also be given to District Contracted Lawyers.**

No other copies of the grievance will be released to a third party, without mutual written agreement of the parties involved.

No reprisals of any kind will be taken by the Board or administration against any employee because of his or her participation in this grievance procedure.

A written grievance shall meet the following specifications:

- a. It shall be specific.
- b. It shall contain a synopsis of the facts giving rise to the violation or misinterpretation.
- c. It shall contain the specific section of the policy or regulation, which shall allegedly have been violated.
- d. It shall state the relief requested.
- e. It shall contain the date of the alleged violation.
- f. It shall be signed by the grievant.

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

A grievance may be withdrawn at any level without establishing precedent.

At any step in the grievance process, representatives and/or witnesses may be present if requested by either party.

DEFINITIONS

A grievance is a belief that an agent of the Board of Trustees of School District No. 193 has violated District policy or terms of ~~the~~ **this** employment contract.

Aggrieved party or person: "aggrieved party or person" is ~~an~~ **a certified** employee of School District No. 193, ~~or is the Mountain Home Education Association.~~

Party in interest: a "party in interest" is ~~an~~ **a certified** employee who might be required to take action, or against whom action might be taken or the Board of Trustees in order to resolve a grievance.

Day: a "day," as used in this grievance policy, means any day **Monday through Sunday exclusive of holidays.** ~~school is in session within the regular school year, as shown on the official school calendar. If the grievance extends beyond the regular school year, a "day" means any day, Monday through Friday, exclusive of holidays.~~

LEVELS OF RESOLUTION

1. Grievance is submitted to the building principal for potential resolution.
2. Grievance is submitted to the superintendent or designee for potential resolution.
3. Grievance is submitted to the school board for potential resolution.
4. ~~Grievance is submitted by the Association to advisory arbitration for resolution.~~

PROCEDURES - These procedures are to be followed:

1. At each step, the grievance and the response to the grievance will be in writing.
2. The grievant will, at their discretion, have the right to Association and/or legal representation at each step.

3. Unless mutually agreed, no more than ten (10) ~~working~~ days shall pass between each level. Failure to answer at any step will allow the grievant to proceed to the next level.
4. **It is mandatory that the Grievance Procedure Form itself be completed and submitted along with other written correspondence for the grievance to be valid, if the form isn't submitted, the grievance will be considered null and void.**
5. **The Board's decision is final and no further action(s) will be taken.**
6. ~~If the grievant is not satisfied with the disposition of their grievance at Level 3, or if no written decision has been rendered within ten (10) days, the grievant(s) may, within not more than ten (10) days following the deadline for a written decision from the Board of Trustees, request in writing that the grievance be submitted to advisory arbitration under the auspices of the Federal Mediation and Conciliation Service, U. S. Department of Labor. If a demand for arbitration is not filed within the ten (10) day period established for such filing, then the grievance shall be deemed withdrawn.~~
 - a. ~~Neither the Board nor the grievant(s) shall be permitted to assert any grounds or evidence before the arbitrator, which has not previously been disclosed to the other party.~~
 - b. ~~The arbitrator shall have no power to alter the terms of any established policy of the Board of Trustees, the Negotiation Agreement, and/or negotiated provisions of employment.~~
 - c. ~~The arbitrator is empowered to recommend in any award such financial reimbursements or other remedies as he/she judges to be proper.~~
 - d. ~~Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator shall be divided between the Board and the grievant(s).~~
 - e. ~~If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the costs of the two (2) transcripts shall be divided equally between the Board and the grievant(s).~~
 - f. ~~The arbitrator's recommendation shall be advisory and made to the Board of Trustees of School District No. 193 and the grievant.~~

PROCEDURE BY-PASS

Grievances involving two (2) or more employees, grievances involving an administrator above the building level, or those grievances promulgated by the Board may be initially filed at Level 2 of the procedure.

ADOPTED: December 21, 1976

Revised: April 17, 1984

Revised: December 29, 1993

Revised: December 19, 2006

Reviewed: November 16, 2010

Revised:

IX. **NEW BUSINESS –**

- A. **OUT-OF-DISTRICT OPEN ENROLLMENT APPLICATIONS** – James Gilbert. Mr. Gilbert requested approval of the open enrollment application for the 2011-2012 school year. He said that the district is reimbursed for ADA and the parents would provide transportation to and from school.
 1. Tim and Kayleen Christian for Aubry, 8th grade, MHJH
 2. Rick & Claudette Parke for Alexandria, 6th grade, HMS
 3. Matt & Lisa Tindall for Emily Derrick, 5th grade, HMS
 4. Gail Perkins for Jaclyn, 5th grade, HMS
 5. Quey & Merleen Johns for Quenson, 8th grade, MHJH
 6. **Ana Marie Hernandez for Alejandro, 11th Grade, MHHS**

Trustee Checketts motioned to approve the Out-of-District Open Enrollment Applications as presented by Mr. Gilbert, with a second from Trustee Reynolds. Motion carried.

- B. **EMERGENCY LEVY/ENROLLMENT FIGURES** – Tim McMurtrey. Mr. McMurtrey gave the Board the most recent enrollment figures. The district is currently down 52 students, but we usually get more students after Labor Day.

Mr. McMurtrey reported that the East Elementary kindergarten numbers are 18 to 19 students per teacher, North Elementary is 23 Kindergarten students per teacher, West Elementary sits at 17 kindergarten students, and Base Primary only has 17 kindergarten students per teacher as well. He went on to report that the 1st grade enrollment numbers in the town schools is larger than we would like them to be with East and North Elementary have about 25 students per teacher, West Elementary has about 27 students per teacher, and Base Primary has the normal amount of 1st graders per teacher at 21 students per teacher. Mr. McMurtrey stated that we are being hit the hardest with the 2nd grade enrollment numbers with teachers averaging 28 to 33 students, which is higher than what we have had before. He said that both he and Mr. Gilbert held four positions from last year that were used to add 1st grade teachers to help reduce the amount of students per teacher. He went on to say the 3rd and 4th grade enrollment numbers are a bit more manageable with the exception of East and North Elementary schools with 30 or more students. Mr. McMurtrey continued to say that our staff knew this was going to happen with all the cuts and are prepared to handle the numbers.

Mr. McMurtrey stated that if there is a significant increase in enrollment, by law, we could invoke an emergency levy. The timeline to meet the emergency levy is the second Monday in September. The District asked the County Commissioners to extend that timeline to September 8, 2011. He also requested the Board authorize Chairman Alexander to invoke an emergency levy, if enrollment dictates, as required by law. The Board reviewed the enrollment figures.

Trustee Checketts inquired as to what the magic number was that would allow us to invoke the emergency levy. Chairman Alexander replied that in theory all we need is one more student than last year, but we have never only used one student, we go with a much higher figure. He went on to say before we would invoke an emergency levy, we would have to poll the trustees to determine what number they would want to invoke; in the past it has been about 200. Mr. McMurtrey mentioned that our district hasn't invoked an emergency levy for many years.

Trustee Checketts stated that he would like to see the number of students per teacher in kindergarten and 1st grade be less in the town schools.

Mr. Gilbert said that according to state funding requirements, we are 52 students short from last year and would need to remove two teachers according to the "Students Come First Plan." He said we are lucky this year because we are at held at 95% and we are protected, but should our enrollment numbers be the same next year, we will have to pick and remove two teachers from our staff. Mr. Gilbert continued to say that we are staffed as conservatively as we can be, yet we're still right at the maximum allowable staff. He went on to state that we've eliminated a lot of secondary staff and eliminated staff at HMS trying to focus on keeping the elementary class sizes down and unfortunately we already used up those four positions at the elementary level. Chairman Alexander mentioned that if we were to put an additional teacher at the lower grade, we would have to take that teacher from somewhere else.

Trustee Murray moved to authorize Chairman Alexander to invoke an emergency levy, as dictated by enrollment and law, received a second by Trustee Reynolds. Motion approved.

- C. **TRUSTEE ZONES REALIGNMENT** – Tim McMurtrey. Mr. McMurtrey requested approval of the proposed trustee zone realignment, in accordance with Idaho Code 33-313, which states that within 120-days after the publication of the census the trustee zones must be realigned to equalize

the population in each zone to within 10% of each other. He said that the district contracted with Quadrant Consulting, Inc., to rezone our trustee boundaries. The proposal went the SBE for approval, but we also need Board approval. Chairman Alexander said we might have to make adjustments later especially in Zone 2 due to the lopsided areas of population; Zone 2 has a huge population of people in one part of the zone and a very low population in another. Trustee Checketts stated that Zone 3 would also have to be adjusted for the same reason. Trustee Checketts motioned to approve the propose trustee zone realignment. Trustee Murray seconded it. Motion passed.

- D. **SCHOOL BUS TRANSPORTATION ROUTES** – 2011-12 – James Gilbert. Mr. Gilbert requested approval of the 2011-12 school bus route descriptions, timelines, and turnarounds. He stated that we are trying to eliminate as many stops as we can district wide to reduce fuel costs. He said that we have identified numerous county bus stops that we have eliminated and we are enforcing the walking requirements for students living within 1½ miles from school unless safety bussing is required. Mr. Gilbert also mentioned that state code allows us to put bus stops 1½ miles apart, with the maximum being 1½ miles from a student's front door. He said the regarding the airbase, we are considering going to a central location, Base Primary school, as the location to catch one of the three busses that will transport the base students that attend HMS, MHJH, and MHHS to school. He also stated that there seems to be some confusion on the base as far as the school district providing bussing for those base students attending Base Primary; we have never provided transportation for base students attending Base Primary unless they are a special needs student. Mr. Gilbert said that for obvious student safety reasons, and if we choose Base Primary as the central location, we would have the three busses be at the school 15-minutes prior to the actual departure time so that parents can drop their students off or for those students walking to Base Primary without having an issue with base students standing outside in the cold or the rain, or unsupervised. This is not exclusive to just the base; we are doing the same in town with all the town schools. He finished by mentioning that we're always looking at adjusting routes as issues arise. Chairman Alexander stated that bus routes are always a work in progress. Mr. Gilbert did affirm that all of our routes are in compliance with Idaho Code. Trustee Murray moved to approve the 2011-12 school bus transportation routes as presented by Mr. Gilbert. Trustee Reynolds seconded it. Motion granted. (Complete listings of Bus Route Description's are on file at the District Office, at the Clerk's desk.)
- E. **SAFETY BUS ROUTES REQUEST** – James Gilbert. Mr. Gilbert started by reporting that the Safety Bus Routes used to be approved in March, but is now required to be approved at the start of the school year. He then requested approval for the annual Safety Routes for 2011-2012 for student transportation. Idaho Code calls for the district to provide transportation for students living more than one and one-half (1½) miles from the nearest appropriate school. The Board of Trustees may approve the transportation of students living less than one and one-half (1½) miles from school when it believes it is warranted because of the age, health, or safety of the students. Mr. Gilbert stated that the safety bus routes are the same four (4) routes used for many years that have many safety issues such as lack of sufficient sidewalks, students having to cross irrigation ditches or canals, high traffic area(s), etc. He said all four of the safety routes were put in a scoring rubric that was approved by the state and the district is reimbursed for the routes. A motion by Trustee Checketts to accept the four-safety busing routes for 2011-2012 as presented by Mr. Gilbert. Trustee Reynolds seconded the motion. Motion carried.
- F. **PAY FOR PERFORMANCE** (addendum) – James Gilbert. Mr. Gilbert said that contrary to what was said earlier during public input, there has been no plan developed, submitted, or decided upon. He said what he can say is that there has been initial discussion between both he and Mr. McMurtrey on this matter but no decision has been made. Mr. Gilbert stated that both he and Mr. McMurtrey have come up with some ideas that they would like to present to a teacher-leader group after he and Mr. McMurtrey get some direction from the Board. He said the issue they have is concerning the local component of Pay for Performance, if an employee of MHSD doesn't qualify for a local share, which can be as little as 1/10 of a share, they aren't eligible for the state award, and if they don't qualify for the state award then they aren't eligible for the local award; and in his opinion this is a very sneaky move by the SDE.

Mr. Gilbert stated that he and Mr. McMurtrey have been discussing how they can make the local share as fair as possible to all of our employees to assure that they at least receive a portion of the local share so that if the employee's school qualifies for the state award then the employee would be eligible for the state award. He continued to say that he and Mr. McMurtrey have looked at the different options and one of the things they are looking at is improving student attendance because that's just good practice for everyone involved; we've looked at improving parental involvement because it's communication with parents; obviously the third component is the state scores on ISAT and IRI.

Mr. Gilbert said that he and Mr. McMurtrey felt that if they went with a multifaceted approach, every certificated staff at some point would meet one of the requirements thus making them eligible for a state award should their school qualify. He explained that the reason he and Mr. McMurtrey are also considering the multifaceted approach is that they understand that each of our schools is different. He said some schools don't have attendance issues and some do, some schools have great parental support and volunteers while others don't and we have seen how the parental involvement in the schools makes a big difference in student performance, and some schools don't have AYP issues while some schools do, etc. Mr. Gilbert stated that he and Mr. McMurtrey felt that if they attack this with a multifaceted measure, it makes it fairer for all of our employees to ensure they qualify for a state share and qualify for a local share.

Chairman Alexander said that if you take 113 school districts in Idaho, you are going to have 113 different plans, and the common variation of the plan will probably be on the hard to fill positions; that would be the easy way and from what he hears that is what many of the schools districts would be doing. He said that if we're going to take this provision seriously, we as a district have to look at it as how can everyone qualify for this type of award no matter whether one is teaching 2nd grade or teaching physics at the high school, teachers should all have a chance at the same reward. Chairman Alexander stated that he appreciates the fact that district administration is looking at a multifaceted way of trying to qualify all employees.

Mr. Gilbert said that the earlier suggestion of solely relying on AYP scores means that we are excluding a lot of teachers, especially secondary-wise by placing emphases on reading and math and not science, art, history, etc. Chairman Alexander agreed and stated that it is true that if one teaches outside of the core, one wouldn't stand a chance of receiving an award. Mr. Gilbert asked the Board for the direction they would like this to go. He explained that the district has to submit a Pay for Performance Plan by 1 September, and our intention is to sit down with a teacher-leader group and go through the different options. He continued to say that the state will allow some limited change to the plan prior to 1 December, but we want to submit a plan that is the fairest to everyone. Chairman Alexander agreed.

Trustee Checketts said there isn't much time to submit a plan. Mr. Gilbert replied that the short deadline is fine and that there are many school districts in the same situation. Trustee Checketts replied that he didn't care about the other districts just this one (MHSD). Mr. Gilbert then replied that we would get it done. Trustee Murray asked if the teacher group would include teachers represented from all the buildings. Mr. Gilbert stated that to be honest, we want to have teachers that are focused and if the group is too large it is proven that the group is then unproductive; this true of any group. He would like to sit down with some of the MHEA leadership and some of our teacher-leaders to get their input.

Chairman Alexander then asked the other trustees what they would like as the parameters. Trustee Murray said he would like everyone across the district to have input. Trustee Reynolds said she thinks this needs to be equally fair and it sounds like district administration is trying to make it well rounded for everyone. Trustee Checketts agreed. Mr. Gilbert added that this plan has to be submitted every year and presently, this will be trial and error, but if we identify items or areas that we need to change, we can change them for the following year. He ended by stating that he wants the Pay for Performance Plan to be fair to all teachers. Trustee Checketts and Chairman Alexander agreed. Trustee Checketts asked if the state automatically approves the plan. Mr.

Gilbert replied that the way the bill is written is that it is not state approved but it is local board approved – local control. With the majority of the Board having already stated what they would like the Pay for Performance Plan to include, no motion was necessary.

- G. **PERSONNEL** – James Gilbert. Mr. Gilbert requested approval of the personnel items including the addendum. Trustee Murray motioned to approve the personnel items and addendum, as presented by Mr. Gilbert, with a second from Trustee Reynolds. Motion carried.

APPOINTMENTS

Bonney, Danna, Special Education Teacher, MHJH
Brock, Mista, Cook II, MHHS
 Crawford, Katie, 2nd Grade Teacher, West Elementary
 Dillard, Rose, 6th Grade Teacher, HMS
Fahey, Amanda, 1st Grade Teacher, North Elementary
Gliddon, Ann, 1st Grade Teacher, East Elementary
 Green, Sara, Behavioral Support Paraeducator, West Elementary
 Hansen, Lisa, Duplicating Machine Operator/Free and Reduced Meal Coordinator, DO
Hobbs, Arlene, Cook II, MHJH
Hutchison, LaNora, 4th Grade Teacher, East Elementary
 McCord, Tanya, Bus Rider, First Student
 McLaughlin, Kristin, Assistant Varsity/Head JV Cheerleading Advisor, MHHS
Miller, Katherine, Special Ed Paraeducator, East Elementary
 Muilenburg, Jessica, 6th Grade Teacher, HMS
Negri, Christine, 3rd Grade Teacher, Base Primary
 Pate, Donna, Cook II, North Elementary
Prouty, Frederick Mitch, 4th Grade Teacher, East Elementary
Rodney, Tommy, Part-time Study Hall Paraeducator, MHHS
Sheridan, Michelle, 6th Grade Teacher, HMS
 Smalley, Erika, Bus Rider, First Student
Smith, Lorna, 1st Grade Teacher, Base Primary
Vaughn, Carlotta, 1st Grade Teacher, Base Primary

RESIGNATIONS

Banes, Mary, Cook II, North Elementary
Beus, Jennifer, Cook II, MHHS
 Casey, Melissa, Special Education Teacher, MHJH
 Dinnius, Tana, Special Education Paraeducator, West Elementary
 Fisher, Michael, Chemistry Teacher, MHHS
 Hertz, Carly, 5th Grade Teacher, HMS
McDaniel, Jamie, Special Ed Paraeducator, MHHS
Nelund, Elizabeth, Cook II, West Elementary
Wolfe, Sarah, Pre-School Paraeducator, Base Primary
Woodland, Jennifer, Special Ed Paraeducator, East Elementary

- X. **EXECUTIVE SESSION** – None

- XI. **ADJOURNMENT** – All business of the Board having been completed, Chairman Alexander called for a motion to adjourn. A motion from Trustee Reynolds to adjourn was seconded by Trustee Murray. Motion carried. Meeting adjourned at 8:12 p.m.

Chairman Alexander

Clerk Whitman