

SPECIAL BOARD MEETING
AUGUST 30, 2011
DISTRICT ADMINISTRATION OFFICE

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

OTHERS PRESENT: Tim McMurtrey, James Gilbert, Cliff Ogborn, Sharon Whitman, Phil Raney, Tara Handy, Sharon Castner, Stuart Link, Maralee Smith

A special meeting of the Board of Trustees of Mountain Home School District No. 193 was convened at 10:00 a.m., on August 30, 2011, at the District Administration Office, 470 North 3rd East, Mountain Home, Idaho, in said district, pursuant to authority provided by Title 33-510, Title 33-512, and Title 67-2340 through 67-2347, Idaho Code, and pursuant to affirmation by the Clerk that notice of the special meeting had been given to each trustee and had been announced by written and posted public notice as required by law. A copy of the Notice of a Special Meeting of School Trustees so posted follows:

**NOTICE OF SPECIAL MEETING OF THE BOARD OF TRUSTEES
MOUNTAIN HOME SCHOOL DISTRICT NO. 193
Mountain Home, Elmore County, Idaho**

NOTICE IS HEREBY GIVEN that a special meeting of the Board of Trustees of Mountain Home School District No. 193, will be held on Tuesday, August 30, 2011, at 10:00 a.m., at the District Administration Office located at 470 North 3rd East, Mountain Home, Idaho, in said District, during which the following business will be conducted:

- I. PAY FOR PERFORMANCE
- II. RESOLUTION 12-03 – NEGATE VARIOUS AGREEMENTS, POLICIES PROCEDURES, CONDITIONS, AND ALL OTHER PROVISIONS IN CONFLICT OF IDAHO CODE
- III. ENROLLMENT
- IV. ADJOURN

This Special Meeting of the Board of Trustees of Mountain Home School District No. 193 is called pursuant to Title 33 Chapter 5, Section 33-506, 33-510, 33-512, and Title 67-2342 through Title 67-2345, Idaho Code.

Dated the 26th day of August 2011.



Sharon M. Whitman
Clerk, School District No. 193
Mountain Home, Elmore, Idaho

Chairman Alexander called the special meeting of the Board of Trustees of Mountain Home School District No. 193 to order, at 10:00 a.m. He then called for the first item of business.

- I. **PAY FOR PERFORMANCE** – Mr. Gilbert. Mr. Gilbert presented the proposed district-wide Pay for Performance Policy to the Board for approval. He started by saying that from the direction the Board gave him from the previous board meeting, a committee was established that included one teacher from each building, Trustee Checketts, and himself to devise a plan that would equally qualify certified

teacher for local shares or awards. Mr. Gilbert explained that the way the state set up the Pay for Performance is in order for a certified teacher to receive a state share or award, that teacher must qualify for their local share or award, and in order for that teacher to qualify for their local share or award, that teacher must qualify for the state share or award; it's a "Catch-22" from the SDE.

Mr. Gilbert stated that the committee devised a plan that would allow certified teachers to equally qualify for a local share or award. He said the plan consisted of three measurements that would be used so that all certified employees would have the opportunity to qualify for the local share or award.

The first measure is Student Test Scores – this is worth 10% of the local measures and follows the State Shares. Certificated employees are awarded shares by the state based on the performance of whole schools so the maximum of .1 local shares shall be awarded based on the performance and growth of the certificated employee's school.

The second measure is Student Attendance Rates – a portion of the local share will be based on improvement to the average attendance rate calculated from one year to the next as measured by the district student management system. If the district has an extraordinary illness that causes a poor attendance for a week, the week can be removed from consideration.

The third measure is Parental Involvement – individual personal contacts that are specific to the student as opposed to a broadcast message to the entire class such as: one-on-one contact that would include telephone call, email, in person meeting, U.S. Post mailing, text, school conference, IEP meeting, home visits, or etc.

Mr. Gilbert said that with these three measures, the maximum any certified employee may earn is one (1) local share. He informed the Board that Idaho State Code stipulates that Pay for Performance is for certificated staff only and not classified staff; it also states that administrators can qualify for two (2) shares, but this doesn't include district administration.

Discussion ensued regarding Pay for Performance. Chairman Alexander asked why there was a .0 on the 4th Quartile portion of the Growth and Mr. Gilbert responded that was how the state set it up. Trustee Checketts stated that he was impressed with the teachers on the Pay for Performance committee; how they went back to their buildings and informed staff on the details of the Pay for Performance plan. He said that the majority of the certificated staff chose the district plan over the state plan. Chairman Alexander asked how the district planned to track the phone calls. Mr. Gilbert responded that there would be a district-wide form. He said this would make us very proactive in contacting parents and keeping parents up to date. Trustee House requested Mr. Gilbert to track the amount of time spent on tracking the phone log. Trustee Checketts stated that increased attendance would give us more money and he would contact the Police Chief and see if they would be more proactive in pursuing truant students, enforcing truancy laws, and maybe even knocking on doors, etc. Trustee Checketts moved to approve the Pay for Performance Policy as presented by Mr. Gilbert, with a second from Trustee Reynolds. Motion approved.

- II. **RESOLUTION 12-03 – NEGATE VARIOUS AGREEMENTS, POLICIES PROCEDURES, CONDITIONS, AND ALL OTHER PROVISIONS IN CONFLICT OF IDAHO CODE** – Mr. Gilbert presented the resolution for Board approval. He stated that we needed to revise any policy and agreement, etc., that conflict with Senate Bill 1108 and Idaho Code. Mr. Gilbert said that with all the policies and agreements the district has, there is no possible way to revise them quickly, so our attorney advised us to adopt this resolution thus allowing us the time to adequately review and revise any of our policies and agreements that conflict with Idaho Code. He said this might take time, but that the Policy Committee has begun looking at our policies. Chairman Alexander stated that we need to be the same page and that everyone needs to understand that the Collective Bargaining Agreement no longer exists. He said many of those agreements that use to be negotiated no longer would be negotiated because it directly conflicts with Senate Bill 1108 and Idaho Code, which also gave the

school boards more local control. Chairman Alexander stated that this give us [Board] the ability to negate any policy that conflicts with Senate Bills and Idaho Codes should issues arise. Chairman Alexander read aloud the conclusion of the resolution. Trustee House motioned to approve Resolution 12-03 Negate Various Agreements, Policies, Procedures, conditions, and All Other Provision in Conflict of Idaho Code, as presented by Mr. Gilbert, received a second from Trustee Reynolds.

**MOUNTAIN HOME SCHOOL DISTRICT NO. 193
MOUNTAIN HOME, IDAHO
RESOLUTION 12-03**

**NEGATE VARIOUS AGREEMENTS, POLICIES, PROCEDURES, CONDITIONS, AND ALL OTHER
PROVISIONS IN CONFLICT OF IDAHO CODE**

WHEREAS the Idaho legislature has enacted an educational reform package affecting the contract rights, collective bargaining rights, and timing of various employment related issues involving Idaho school districts; and

WHEREAS the Mountain Home School District No. 193 (MHSD 193) has enacted certain policies and procedures and other documents that address various employment related issues and all other provisions between the employees of the MHSD 193 and MHSD 193 itself; and

WHEREAS it is critical that the legislative changes be honored and followed as is mandated by recent legislative changes affecting employment relationships, the MHSD 193 is mandated to negate various agreements, policies, procedures, conditions, and all other provisions in conflict of Idaho Code affecting employment relationships between the Mountain Home Education Association (MHEA) and its members, individual certificated employees, and non-certificated employees of MHSD 193; and

WHEREAS there exists insufficient time for the MHSD 193 to examine each and every policy that may now be in conflict with recent legislative changes and Idaho Code.

NOW THEREFORE it is hereby resolved that any collective bargaining agreement, policy, procedure, condition, provision, requirement, term, time deadline, or other matter in conflict or inconsistent with the Idaho legislative changes and Idaho Code regarding employment relationships, collective bargaining, employee rights, contract terms, policies, procedures, and any other conditions and provisions including any such inconsistencies giving greater rights than permitted by the newly enacted and existing statutes shall be hereby rescinded and/or changed to read consistently with the statutes enacted by the Idaho legislature.

Authorized this 30th day of August 2011.

Chairman Alexander

Vice Chairman Murray

Trustee House

Trustee Reynolds

Trustee Checketts

Clerk Whitman

Vote being had on the above and foregoing resolution, and the same having been counted and found to be as follows:

NAME OF TRUSTEES

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

and no less than two-thirds (2/3) of the membership in favor thereof, Chairman Alexander declared said resolution adopted.

- III. **ENROLLMENT** – Mr. McMurtrey presented the enrollment figures from the previous Friday to the Board and stated that the enrollment is starting to level off, but that we generally get more students after Labor Day. He said to that effect, 2nd grade enrollment figures are very high at North Elementary with 2nd grade class sizes averaging 33 to 34 students; the base is close with 31 students in the 2nd grade classes. Mr. McMurtrey requested approval to hire two classified paraprofessionals, one for each building, to assist the North and Base elementary 2nd grade teachers. He said that we try to keep the K-2 grade class sizes lower because realistically with that many little children, teaching is quite difficult and the teachers really need the help. He said that in any other good year, the district would hire another 2nd grade teacher, but the state has reduced the amount of funding for teachers and we have the exact amount of teachers that the state will reimburse us. Mr. McMurtrey said that with the budget cuts, we had anticipated this and we held four teaching positions open. He informed the Board that we needed to hire three additional 1st grade teachers because the class sizes were too large. Mr. McMurtrey said it wouldn't be fair to hire a teacher for one building and not the other, but we can hire two aides. Trustee Checketts moved to approve hiring two paraprofessionals as presented by Mr. McMurtrey. Trustee Reynolds seconded the motion. Motion passed.
- IV. **ADJOURNMENT** – All business of the Board having been completed, Chairman Alexander called for a motion to adjourn. A motion from Trustee House to adjourn was seconded by Trustee Reynolds. Motion approved. The meeting adjourned at 10:21 a.m.

Chairman Alexander

Clerk Whitman