

**WEISER SCHOOL DISTRICT NO. 431**  
BOARD OF TRUSTEES MEETING / MONDAY, SEPTEMBER 12, 2011  
925 PIONEER ROAD, WEISER, IDAHO

\*\*\*\*\* MINUTES \*\*\*\*\*

TRUSTEES PRESENT: Cary Gibbs, Margie Chipman, Kerry Nyce, and Mark Pritchard. Also present were Superintendent Reed and Clerk, Kyla Dickerson.

TRUSTEES ABSENT: Bob Johnson

**ACADEMIC ACHIEVEMENT REPORTS**

Superintendent Reed stated the Academic Achievement focus tonight will be on the Math Overview within the District. Park School Principal, Dave Kerby, spoke to the Trustees about the Advanced Math programs for the 4<sup>th</sup> and 5<sup>th</sup> grade classes. Mr. Kerby stated **Christine Hendrickson** and **Connie Kerby** are currently teaching the advanced classes for the fourth and fifth grade levels respectively. Mr. Kerby introduced both of these instructors. Mrs. Hendrickson and Mrs. Kerby highlighted their objectives, sample lessons, and achievement of their programs. Mr. Kerby addressed the selection process explaining how students were chosen for placement in these advanced classes. He also talked about the expectations, rigor of instruction, grading, communication with parents, and variance in ability for these advanced students.

**Marie Thomas**, math instructor at the Weiser Middle School, spoke to the Trustees about the advanced math offerings at the Middle School. She spoke about the screenings, teacher recommendation, overall GPA and attendance to create candidates for the advanced math placement. Students that meet these requirements and are in these classes are allowed to move to a higher level (than grade level) math class. This year, the middle school is offering Geometry classes. Mrs. Thomas has requested and is using the same curriculum calendar the high school is using for their Geometry classes. She stated she teaches from this curriculum, as well as introducing higher level math concepts for these students. Superintendent Reed asked about end of course assessments for the math students. Mrs. Thomas stated she would be more than willing to help with assessments.

Todd Zucker, assistant principal at the high school, spoke to the Trustees requesting use of the Armory for the building of floats for next week's Homecoming festivities. He stated there will only be two nights, Wednesday and Thursday, down at the Armory for building the floats. Mr. Zucker stated **Darci Peterson**, has been helping with creating the 'Go-On to College/College on Campus'. **Jerry Bernard**, representative of the BPOE Elks Foundation, spoke to the Trustees about the monies available to give to students. He stated they have four distinct scholarship programs. He stated that the organization would like to sponsor a dance, October 21<sup>st</sup>, for the Senior Class where information will be presented to the Class of 2012 concerning programs and scholarships available for students. Mr. Bernard stated he would encourage parent participation, as well as the participation of the Elks Lodge members.

Todd Zucker stated **Kim Rowley** contacted him about donating an Iron Mike machine, a pitching machine, to the Weiser High School Baseball program. Kim has a sponsor that is willing to donate the money to purchase the machine for the baseball program.

Wil Overgaard, Special Services and Academic Achievement Director, spoke to the Trustees about the overall Math programs within our District. Pioneer School teaches general mathematics concepts at grade level; however, in the third grade there is recognition students have advanced levels of thinking.

Dave Davies, Principal at the High School, distributed copies of a list of the mathematics classes currently offered at Weiser High School. Mr. Davies stated that the high school currently offers a dual-credit college math class taught by Sarah Zemke-Bruce. There are several mathematics classes that are available for college credit. Mr. Davies enthusiastically stated if students in the high school follow a scheduled rigorous math program, they may be able to graduate with a number of college credits in mathematics.

Chairman Cary Gibbs led the assembly in the Pledge of Allegiance.  
The meeting was called to order at 7:30 PM

### **CONSENT AGENDA**

The reading of the minutes was dispensed with due to the same being distributed to the Trustees prior to the meeting. The agenda was amended to add Personnel Evaluation, I.C. 67-2345b. Clerk, Kyla Dickerson reviewed the Financial Report for the period ending in August. Approximately 17% of the year has been expended and expenses are running at 17.97%. Motion to accept the Consent agenda made by Chipman, seconded by Nyce. Motion carried.

### **PAY-FOR-PERFORMANCE – OVERSIGHT COMMITTEE RECOMMENDATIONS – LOCAL MEASURES**

Dave Kerby, Park School principal and Wil Overgaard, Academic Achievement Director, addressed the Trustees regarding the recommendations of the P4P Committee members. Mr. Kerby stated the committee was made up of members of the recent Meaningful Outcome Committee and approximately 15 people were in attendance.

Mr. Overgaard distributed copies of the P4P Summary grid delineating the breakdown of measures for each grade level and each school building. (A copy of the grid has been attached to these Minutes.) Mr. Overgaard has already submitted our Local Measures for approval to the State Department of Education. The P4P Plan had to be submitted by September 1<sup>st</sup>. Kerry Nyce motioned to accept the Final Draft of the P4P for the Weiser School District as submitted to the SDE, seconded by Margie Chipman. Motion carried.

### **2011-2012 TRANSPORTATION APPROVAL**

The Administrators presented their transportation requests for the FY12 year to the Trustees. The Trustees reviewed the requests presented. Motion made by Chipman to accept the Transportation Requests as presented, seconded by Mark Pritchard. Motion carried.

### **ADMINISTRATION SALARY SCHEDULE APPROVAL**

Superintendent Reed distributed a copy of the Administrative Salary schedule with revisions based on a factoring formula. Mr. Reed stated the factors include Administrative Experience, School Size, Longevity, Responsibility, and Education. He stated based on these factors he would recommend the proposed salaries for building administrators. Motion to accept the Administrative Salary Schedule as lined out by Superintendent Reed made by Pritchard, seconded by Nyce. Motion carried.

## REDUCTION IN FORCE POLICY 403.3 – FIRST READING

Superintendent Reed stated legislation passed by the 2011 State Legislators has made Reduction in Force, no longer a negotiable item with the teacher's union. Mr. Reed has been advised that Weiser School District must have a Reduction in Force Policy in force. Amy White and Brian Jullian, attorneys at law, have written a general RIF policy to be used by our District. Mr. Reed stated he did make some changes; however, he had distributed copies to each of the Trustees prior to tonight's meeting. Mr. Reed stated he has given Jackie Yankey, president of the local teacher's union, a copy. He recommended comments and review be taken prior to next month's meeting. The second reading will be in October.

## APPROVE SAFETY BUSING ZONES

Brian Mintz, Transportation Director addressed the Trustees about the need to approve the six safety zones for our busing in Weiser. Mr. Mintz stated these zones have been in place since 1988. Margie Chipman motioned to accept the Safety Busing Zones as submitted, seconded by Mark Pritchard. Motion carried.

## APPROVE DISTRICT 125 FLEX PLAN

Clerk, Kyla Dickerson advised the Board that our Section 125 Flexible Fringe Benefits plan will need yearly Trustee approval to be compliant. Motion made by Chipman to approve the Section 125 Plan, seconded by Pritchard. Motion carried.

## APPROVAL AND PAYMENT OF BILLS

The Trustees examined a list of current accounts payable and final bills paid in August. Motion to pay the bills made by Nyce, seconded by Pritchard. The motion carried.

## CONFERENCE AGENDA/SUPERINTENDENT'S REPORT

Superintendent Reed reminded the Trustees the ISBA Fall Regional Meeting will be held on Tuesday, September 20, 2011. Our region is sponsoring legislation to be presented at the Annual Meeting in November. Margie Chipman stated that meeting is an on-line meeting and those who would like to attend can 'call-in' or 'log-in' to hear the meeting.

Superintendent Reed read a letter from **Frank and Vicki Fuller**, as well as, daughter, **Ciana**. The letter was addressed to 3<sup>rd</sup> grade teacher, **Michelle Srholec**. The letter stated how appreciative the Fullers are for the work of Mrs. Srholec with their daughter. Superintendent Reed stated it was gratifying to get letters of praise and he wanted to share this with the Trustees.

The four HVAC units at Weiser High School will be approximately \$ 480,000. We have started the early phases of the first unit. The bid date will be October 17, 2011 at 3:00 PM. Legal notice and pre-bid walk throughs are being arranged through Rodger Albers, Engineering Incorporated.

Superintendent Reed stated the high school have started implementing the IMPACT program for student athletes. All student athletes will be required to take the IMPACT test prior to starting a sports program to get a baseline reading for each individual. If there is any question of head injury, the student athlete will be required to take additional testing to monitor the injury before allowing further participation in the sport.

Karma Laan, WSD Nurse, has completed upgrading all of the batteries for the De-Fib units for the school district. Superintendent Reed stated that the mobile De-Fib units will be traveling with the teams to out of town

sports events, plus all teams will have units available on-site for home games. The Trustees were quick to again thank Weiser resident, **Denise Duren**, for spearheading the project of making sure all schools have the Defibrillation Units.

Superintendent Reed stated that the ISBA has preliminarily given approval for the Resolution sponsored by Weiser & New Plymouth to be presented at the ISBA Conference in November. The Resolution addressing Pay-for-Performance Compensation for Classified Staff. Region 8 representative, Margie Chipman, was key in getting approval for presentation at the Convention.

Dave Davies, Principal for Weiser High School distributed copies of the Timeline for Technology addressing the distribution of mobile computing devices for staff and students at Weiser High School. Mr. Davies stated the State Department of Education is still working on the fine points of how this program will work. He will present information as it becomes available to him.

The Trustees received T-shirts from Weiser High School's Proud Sound Band. The Elvis-themed shirts were well received and the Trustees thanked the Band for thinking of them.

**EXECUTIVE SESSION – I.C. #67-2345b PERSONNEL ISSUE**

Cary Gibbs, Chairman, announced the next order of business would be to adjourn into Executive Session. Superintendent Reed introduced everyone present and described the rules governing executive sessions.

Motion to move into Executive Session made by Chipman, seconded by Pritchard.

BE IT RESOLVED, that the Board of Trustees of Weiser School District No. 431 recess from a regular board meeting into executive session in the manner and for the purpose authorized by Section I.C. 67-2345b - Personnel.

The Chairman then called for individual vote which was as follows:

Margie Chipman	Yes
Cary Gibbs	Yes
Mark Pritchard	Yes
Kerry Nyce	Yes

Vote being had on the above and foregoing resolution, and the same having been counted and found to be no less than two-thirds of the membership in favor thereof, Chairman Gibbs declared said resolution and adopted. The Chairman declared the board recessed in Executive Session at 8:55 PM. The Chairman declared the Board recessed out of Executive Session at 9:00 PM.

Motion to add Mr. Overgaard and Superintendent Reed to the Administrator's New Salary Grid made by Chipman, seconded by Nyce. Motion carried.

**ADJOURNMENT**

There being no further business to come before the Board, the meeting was adjourned at 9:05 PM.

ATTEST/ \_\_\_\_\_ APPROVED/ \_\_\_\_\_