

**MINUTES OF THE BOARD OF TRUSTEES
SPECIAL MEETING/WORK SESSION
Pocatello/Chubbuck School District No. 25
Tuesday, October 9, 2012
Board Room at the Education Service Center
8:30 a.m.**

BOARD MEMBERS/SUPERINTENDENT PRESENT:

Janie Gebhardt, Chair (Arrived at 8:47 a.m.)
John Sargent, Vice Chair
Jackie Cranor, Clerk

Jim Facer, Member
Paul Vitale, Member
Mary M. Vagner, Superintendent

A Special Meeting/Work Session of the Board of Trustees of Pocatello/Chubbuck School District No. 25 was held on Tuesday, October 09, 2012 at 8:30 a.m. in the Board Room at the Education Service Center, 3115 Pole Line Road, Pocatello, Idaho, as provided in Section 33-510, Idaho Code;

Welcome, Call to Order, and Convene Work Session

Acting Chair Sargent welcomed everyone and called the Special Meeting to order at 8:33 a.m. He reviewed the agenda and the addendum and said the Special Meeting was held for the purpose of a Work Session for the administration to discuss with the Board the following topics:

1. **Convene Work Session**
2. **PCCS Financial Audit Report**
3. **Federal Program/Budget Reviews:** *Title I; Title II; Carl Perkins; Special Education*
4. **Overview of PTE Programs**
5. **District/Schools SIP Report/WISE Tool/ESEA Waiver:** *Star Status Requirements*
6. **Preparing for CCSS and Online Course Implementation:** *Unit Documents Preparation; Program Pilots Underway & Impact to EOCs; Potential Program Budget; Professional Development for Online Course Development; Ability to Maintain Current with Curriculum Cycle*
7. **Balancing the Budget for FY14:** *History of Reductions; Status of Balancing FY13; Status of Fund Balance; Level of Understaffing; Projected Cost Increases for FY14; Superintendent Luna's Proposed FY14 Budget; March, 2013 Supplemental Levy Election and Amount*
8. **Annual Operations & Maintenance Report:** *Summer 2012 CIP Update; K-12 Enrollment and Capacity Analysis*
9. **Students Come First Updates/Teacher Devices/Wireless Network/ One-One Student Devices / Leadership/Hard to Fill Positions/Pay for Performance Report:** *Request Administrative Participation in One-Time Payment; Boise School District Board of Trustees Action regarding SCF Legislation*
10. **Head Start Liaison Letter**
11. **ISBA Resolutions**
12. **Public Comment**

Board Protocols for Public Comment will be followed at all Board Meetings. Patrons wishing to address the Board will fill out Form AD 2 – Request to Appear before the Board and present it to the Board Chair or Board Secretary prior to the meeting.

Board Operating Principles #22 & 23:

22) The Board will follow the chain of command referring others to present their issues, problems, or proposals to the person who can properly and expeditiously address the issues; 23) Board members will refrain from communications which create conditions of bias should a problem or complaint become the subject matter of a hearing before the Board.
13. **Adjourn Work Session and Convene Executive Session in the Superintendent's Office To Discuss in Accordance with Idaho Code Section 67-2345 (1) (f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation or controversies not yet being litigated but imminently likely to be litigated;**
14. **Return to Open Session – No Action to be Taken**
15. **Adjourn**

PCCS Financial Audit Report

Dr. Martha Martin and Ms. Ally Flores introduced themselves. Dr. Martin said Ms. Katie Giswald was the Treasurer for the charter school and was also in attendance. Ms. Flores said there were not a lot of changes. She said the general fund balance went from \$94,000 to \$83,000 which was expected. She said the charter received a \$100,000 grant from the Albertson's Foundation and still had \$98,000 remaining. She said the charter received a finding for segregation of duties during the Fiscal Audit because it did not have enough staff members to segregate duties. She said the auditor gave the charter a list of options to remove the finding. She said all of the options were attainable with the exception of hiring another staff member. Ms. Flores said the charter had worked hard for years to obtain a positive fund balance. She said the charter would utilize the Albertson's Foundation grant in order to lower class sizes in the 3rd grade as lowering class size was one of the charter's goals. She said the charter was able to roll its teachers to the correct education placement but was still two years behind for experience due to the state freezing the salary schedule. She said the charter was still able to pay for its employees benefits. Ms. Cranor asked what the Albertson's Foundation grant was earmarked for. Ms. Flores said the funds were not earmarked and could be spent on anything the charter needed it for. Ms. Vagner said the Albertson's Foundation gave all charter schools in the state a \$100,000 grant with no strings attached. Ms. Cranor said it concerned her that the charter school could not hire enough staff members. Ms. Flores said the administration would work on removing the finding now that it had a list of options to pursue. Ms. Vagner said Mr. Reed reviewed the audit and would prepare a Fiscal Audit Management Letter for Board consideration. She said he did not have any major concerns with the Fiscal Audit.

Federal Program/Budget Reviews: Title I; Title II; Carl Perkins; Special Education

Ms. Vagner said the District's federal program budgets were presented annually to show how the programs were working to accomplish the Vision and Mission. She said the District was only able to accomplish the goals of the Strategic Plan with federal money. Ms. Harwood said the Title I Budget was included in the addendum. She said program underwent a federal program review last year. She said the carryover was about \$80,000 less than last year for a total of \$340,000. She said \$6,000 was set aside for homeless students. She said the state determined the amount for neglected/delinquent which went directly to the Bannock Youth Foundation to pay for staff. She said the District directed funds to the Love and Logic course for parents. Mr. Wegner reviewed the carryover history and said as of this year the state directed that Districts could only carryover 25% of their Title II budgets. He said the Instructional Technology Coaches and two Technology Specialists were paid out of Title II funds. He said the District had another specialist coming from ISU to work with math teachers in preparation for the CCSS. He said the specialist would be paid out of Professional Development funds this year. He said it had become increasingly difficult to make budgetary decisions as the budgets grew tighter each year. Mr. Vitale asked what the college training reimbursement was. Mr. Wegner said teachers could be reimbursed for two of the three recertification credits required. Ms. Naftz said she would speak to the Carl Perkins funds. She said one of the sections of funding was dedicated to career guidance and academic counseling and a majority of those funds supported the Career Development Coaches who supported the PTE programs. She said there were funds set aside for the summer conference. She said there was also set aside to pay for in-District travel as PTE teachers traveled from school to school. She said one of the biggest expenses was listed on the budget as "other" and funded the machining and welding class at ISU. She said the budget also supported the Tech-Expo. She said the budget also supported large ticket items for PTE classes. She said one clerical position was funded out the budget. Ms. Sanford said there were two parts to the Special Services budget. She said one was the IDEA Part B School Age budget and the other was the Preschool budget. She said previous carryover amounts from 2010-11 and 2011-12 were reviewed and figured into the final 2012-13 budget. She said the IDEA Part B budget was \$2.5 million and funded 28 para-pros, 18 behavior techs, 2 interpreters, 2 teachers, a school nurse, a speech pathologist and OT staff. She said the bulk of the budget went towards salaries and benefits. She said it also covered supplies, curriculum materials and professional development. She said some of the funds paid for contracted services which covered intensive behavior interventions to help children function better in the classroom. She said some of the funds covered charter and private school salaries. She said the Preschool budget funded the Lincoln Center staff and supplies. Ms. Vagner said the federal government underfunded special education and a substantial portion was covered out of the general fund budget.

Overview of PTE Programs

Ms. Vagner said PTE was now a critical element relative to the Star Rating System for high schools. Ms. Cranor asked if high school students were allowed to take PTE classes at another school. Ms. Vagner said they could but

the District was no longer able to provide transportation for those students. Ms. Naftz said she had a Profession Technical Education background. She said 6 new PTE teachers were hired this year and some of the positions were more difficult to fill than others. She said the Engineering by Design program was no longer supported. She said Schoolnet was launched by the state to gather data in a more accurate and efficient way. She said the PTE numbers could be pulled directly from Schoolnet so the District had the exact same class numbers as the state. She said this would help the District see exactly what is being taught and how many students were taking a particular class. She said the District was submitting the paperwork and the state was pulling the paperwork to verify data. She said ISU was closing some of its PTE programs including graphic and culinary arts so the District was working with other higher institutions to fulfill those needs. She said 25% of the star rating came from students taking AP or PTE courses. She said that played a significant role when 200 out of the District's 388 courses were AP or PTE. She said a majority of students in the District took at least one PTE course every year. She said the District had more classes at a higher institution than other Districts in the state which helped improve a school's star rating. She said it was encouraging to see that the PTE program significantly helped all three high schools achieve a 4 star rating and there was still room to improve those numbers. She said any articulated class was directly linked to a college credit and was very reasonably priced at \$15 per credit. She said one of her goals for the program was to increase the number of completers, the number of articulated courses, and for teachers to make at least five positive phone calls to parents each week. She said most of the students in a PTE class loved what they were doing and parents needed to hear that their children are doing well and enjoying what they do. She said she asked the teachers in feeder classes to encourage and talk to students about completing and taking the entire program. She said it was a huge accomplishment to finish an entire PTE program. She said even if a student did not pursue a career in that area it always helped to add a skillset to any resume. She said she wanted to be able to hand out certificates of completion to every single PTE student. She reviewed a list of articulated classes and which schools they were offered through. She said the District was currently able to work with any University it chose. She said every student in the District could take any of the courses offered if they could provide the transportation. She said Semi-Hi-Tech-U had started back up this year in the community. She said there were 40 spots available with three days of action packed curriculum. She said the District had already received 110 applications and students were very interested. She said word walls were created in every PTE classroom and asked the Board to keep an eye out for them during school visits. Ms. Gebhardt asked if Schoolnet was connected to the District's information system. Ms. Vagner said Schoolnet was connected to the state's ISEE reporting system. Ms. Cranor asked what the IT Suite Program was. Ms. Naftz said it was to teach students how to create a resume and interview for a job. Mr. Sargent asked what the level of PTE course participation was compared to last year. Ms. Naftz said she did not have that information with her but would get the numbers to the Board next month. She said New Horizon High School students did not have a lot of completers in the PTE program mostly due to a lack of guidance and planning for electives. She said the department was working to ensure students were given the guidance and a plan for completing. She said completers were more likely to land and keep a job if they had a skillset to offer.

District/Schools SIP Report/WISE Tool/ESEA Waiver: *Star Status Requirements*

Mr. Wegner said the state released two sets of data to Districts this year. He said the first set of data was the traditional AYP data and the second set was the new star rating system data which was tied to the ESEA waiver. He said the ESEA Waiver was currently undergoing its seventh revision and was still pending federal approval. He said the star rating included points for multiple measures. He said the first was achievement; the second was growth to track proficiency and determine if a student would remain proficient; and the third was participation which directed that 95% had to be tested. He said other factors included the District's graduation rate, the number of students taking AP or dual enrollment courses and the number of students that were proficient. He said all of the schools received a certain number of points for each of those areas and were added up to determine a school's star rating. He said eventually things like the TIA Conference, CCSS and PLCs would be included in the star rating. He said currently New Horizon High School was designated as a 1 star school but there was talk about looking at alternative schools in a different light. Ms. Gebhardt asked how New Horizon High School compared to other alternative high schools across the state. Mr. Wegner said all of the alternative programs across the state were struggling which is why the state was looking at changing the way alternative programs were ranked. Ms. Vagner said Ms. Naftz just spoke to the fact that New Horizon High School did not have any articulated classes which negatively impacted the school's star rating which is why the District was changing that. Ms. Cranor asked how many alternative high schools there were in Idaho. Ms. Vagner said she did not have a specific number. Mr. Wegner said the state had continuous improvement planning for 3 star schools. He said Hawthorne Middle School and Irving Middle School would have to implement a continuous improvement plan this year. He said the state

had cancelled a webinar to discuss continuous improvement, most likely due to the fact that the ESEA Waiver was still not approved. He said K-8 would continue to utilize the WISE tool for its School Improvement Plans but high schools would now utilize a program called Advanced Ed. He said it was similar to the WISE tool but was more user-friendly and could also be used for accreditation as long as the school maintained a 4 or 5 star rating. He said Districts would begin receiving a star rating as of next year. Ms. Cranor asked if there were any financial implications for Districts once the star ratings took effect. Mr. Wenger said the state had not communicated that information yet. He said there was some talk about five star schools receiving some financial benefit but no one knew what that would look like yet. Ms. Vagner said growth was measured differently for the star rating than it was for pay for performance.

Preparing for CCSS and Online Course Implementation: *Unit Documents Preparation; Program Pilots Underway & Impact to EOCs; Potential Program Budget; Professional Development for Online Course Development; Ability to Maintain Current with Curriculum Cycle*

Mr. Wegner said there were several documents relative to the CCSS and the District's preparation for implementation. He said teachers started unpacking the CCSS during the TIA Conference last year and began organizing the standards for instruction in the classroom and figuring out what that would look like. He said a unit planning template was introduced to help teachers organize the standards for instruction. He said the standards would be organized to align with how students would be assessed in the 2014-15 school year. He said the District asked teachers to remain at the 5,000 foot level to create units at the regional/state level for now. He said ground level was District specific classroom instruction. He reviewed a sample unit created by 6th grade language arts teachers that was aligned to a six week reading program. He said the assessment would test on a clustering of standards aligned to the unit. He said teachers decided to bold areas of new learning for a specific grade level which they felt was important to know. He said the essential questions are the questions that promote deep thinking and should be stimulating and spark further conversation throughout the unit. He said student friendly unit statements were identified along with the essential vocabulary. He said performance tasks would be measured. He said performance tasks included several options. He said they were relatively complex and included a writing portion requiring students to identify their resources. He said teachers had begun identifying the resources needed in order to teach a unit. He said there was a need for non-fiction and informational texts. He said the District was ready to bring the unit planning to the ground level and had asked teachers to start developing a unit that would typically be taught at the end of the year in order to create a pilot that would occur after the Spring ISAT. He said the goal was to help teachers get started with the implementation of the CCSS and allow time for teacher feedback and to identify any other resources needed. He said high school math teachers recommended implementing the entire Algebra 1 course for the coming school year. He said everyone knows it will not be perfect but math teachers feel it is important to start the work. He said the District's cycle of renewal had been put on hold for several years. He said right now the District should be looking at upgrading its K-5 language arts. He said the District was unable to implement anything new last year. He said a line item for the CCSS had been added but the costs were yet to be determined and the District did not know if the state planned to provide any funding for CCSS resources. He said two online courses were required for 9th grade students by the time they graduate. He said teachers were supposed to receive mobile computing devices this year but Districts did not know when that would happen. He said Pocatello High School had been selected as one of the high schools to pilot the devices. He said the District had considered partnering with the IDLA to develop online courses but decided to partner with ISU and continue using Moodle which teachers were already familiar with. He said Moodle was available through ISU at no additional cost and the technology department was willing to offer one credit per course. He said the administration would work with Pocatello High School teachers and ISU to get started on developing blended coursework. He said the District planned to start with Health or US History. Ms. Vagner said it was very evident how much the TQ budget supported the District's work. She said the District would be unable to prepare for what was coming without it. She said teachers were worried about job security in moving towards an online approach and administration was working hard to remain staff neutral but it was impossible to know what the budget would allow for the coming school year. She said it was critical to have units ready so teachers would know what to teach and how they would be teaching. She said the District was hopeful it would have emergency levy dollars to pay for the implementation of the CCSS which did not happen and might be able to utilize some of the money left over from the budget that was set aside for certificated employees that were not eligible for pay for performance or a step or a lane. She said the District also had to figure out how it would offset the loss of units. She said the administration was brainstorming options for funding the development of CCSS units. Ms. Cranor asked if there was any discussion as to how other Districts were handling these issues. Ms. Vagner said there was a level of panic but everyone believed we could make it through this if we helped each

other. She said all Districts had a different set of resources and needed to develop units differently. She said the state promotes the Discovery Ed materials but they are a bank of educational videos. She also said it was a violation of copyright law to digitize hard texts for utilization through Moodle.

Balancing the Budget for FY14: *History of Reductions; Status of Balancing FY13; Status of Fund Balance; Level of Understaffing; Projected Cost Increases for FY14; Superintendent Luna's Proposed FY14 Budget; March, 2013 Supplemental Levy Election and Amount*

Mr. Smart said included in the packet was budget documentation showing a history from 2009-10 to now. He said the District had to cut several million from the budget over those few years. He said the state had restored some funding but it was heavily restricted. He said the District was forced to keep cutting areas that the state had not funded. He said one of those areas included medical insurance costs which were very hard to keep funding without help from the state. He said increases were running at 8 – 10% every year. He said the District also learned that if Obama Care passed full time benefits would change from 32 hours per week to 30 hours per week and would cost the District another \$500,000 annually without any help from the state to cover these costs. He said Obama Care also included an affordability aspect that did not allow an employee to pay more than 9% of their salary on insurance premiums and currently some employees paid close to half of their salary on insurance premiums. He said the District had insurance consultants that were staying on top of this. He said the administration participated in a webinar where the State Superintendent said that Pay for Performance was completely state funded which was not accurate as the District was still responsible to pay for FICA, workers comp and retirement sick leave that the state did not cover. He said the state said it had never paid for workers comp or retirement sick leave as part of the salary schedule so it was not covered for pay for performance either. He said the District was required to pay for workers comp and retirement sick for any compensation so that portion that was not covered by the state would have to come out of the District's general fund and amounted to \$32,000. He said the state insisted it was paying for 100% of pay for performance even in light of this information which was not correct. Mr. Reed said that amount would come out of the current budget and the District had only received \$40,000 from the state for any inflation costs. He said pay for performance used up almost that entire budget. Mr. Vitale asked if the pay for performance allocation was set in stone. Mr. Reed said it was almost certain. Ms. Vagner said based on last year's budget the District was in excess of \$1.9 million for the coming school year if it held to the same level of staffing. She said the District did not have any excess reserves that it could rely on to maintain the same level of service. She said according to Luna's budget the state would only allocate \$200,000 for any new operational costs for District 25. Mr. Reed said the District was up against a wall with the loss of \$1.3 million in jobs bill money that had been spent and would not be renewed. He said the programs the funds were spent on last year still existed this year. He said the District was also facing cost increases that included the addition of another middle school. He said the District received some additional funding for things like implementing a wireless infrastructure. Mr. Smart said the District was still understaffed at 2% and the District anticipated it would be 3 units short which would negatively impact funding for next year. Mr. Reed said the fund balance ended up coming in \$200,000 more than anticipated. He said the District was facing cost increases that would more than offset that overage. He said the fund balance was one-time money and depending on the actual amount of cost increases would be the amount that had to be cut from the budget for the 2014-15 school year. Mr. Reed said the current Supplemental Levy was set at \$7.5 million and the Board would have to determine if it would maintain the current amount or if it would go for an increased levy amount. He said the Supplemental Levy was an integral part of the budget. He said it made up 12% of the District's general fund budget and would devastate the instructional programs if it was lost. He said many School Districts now had Supplemental Levies because of the budget cuts imposed by the state over the last few years. He said it was always a risk that the community would not support a levy but so far the District had good support from the community. He said the District only had two attempts at passing a levy, one in March and one in May. He said the District had to balance its budget by June 30th. Ms. Vagner said the Board would need to provide direction as to a Supplemental Levy amount in December in order to allow time for an informational campaign. She said it was difficult to communicate the need to the public without knowing what the legislature would do. Mr. Reed said the earmarked budget was what made it so difficult. He said if all of the SCF earmarks were removed the District would have \$3.8 million to meet the needs. He said it made it almost impossible for the District to meet needs without that flexibility. Mr. Vitale said the state kept saying SCF gave Districts more local control yet it seemed as if local control was fiction. Mr. Reed said local control had continually been cut back over the last few years. Ms. Cranor said another very real fear was the possibility of the legislature eliminating the business personal property tax. Ms. Gebhardt agreed it would devastate School Districts and local levies across the state. Ms. Vagner said the county's assessed value had increased but the homeowner's exemption had decreased which

offset each other. Mr. Smart said the state had restored one year of experience and was also working on restoring the 1.67% it had eliminated from the salary schedule. Ms. Vagner said the legislative session would be focused on budgetary issues and any changes to the business personal property tax.

Annual Operations & Maintenance Report: Summer 2012 CIP Update; K-12 Enrollment and Capacity Analysis

Mr. Reed reviewed the enrollment capacity analysis. He said some schools were over the 85% recommended capacity. He said Franklin Middle School was currently at 104% of the recommended capacity. He said there were a number of small projects completed but the completion of the New Horizon Center was a main focus over the summer. He said the District was the 5th largest in the state. He said there were 27 facilities and 29 gymnasiums to maintain and equaled approximately 1.6 million square feet. He said there were 205 acres of green space and playgrounds not including parking lots. He said the District was responsible for 16 miles of sidewalks. He said facilities were valued at over \$250 million. He said the District was very fortunate to have School Plant Facilities Levy which was going on its 60th year. He said if the District did not have that levy it would have to come up with \$4 million out of the general fund to maintain its facilities. He said the District completed 13,000 work orders per year. He said the District had 31 positions that included plumbers, carpenters, energy conservation specialist, audio/visual, electrical and painters. He said there were 51 custodians including subs. He said the District contracted its night cleaning crew for secondary schools. He said the District had to create low or no maintenance spaces with limited funds. He said the District was always making sure that work was high quality and was done in a way that would last. He said supervisors were constantly encouraging the workforce to be productive and efficient. He said a lot of planning was required to ensure work was done efficiently. He said 55 promethean boards and 150 projectors were installed over the summer. He said the Alameda Center was completely cleaned out and furniture and equipment relocated to the New Horizon Center. He said the District was able to save 50% of the cost by resurfacing the roof of Tendoy Elementary in house this year. He said Century High School had not had its roof refinished since it was built 12 years ago and would have to be done next year. He said the New Horizon Center sign was designed and created by staff. He said the staff installed the electric gate, proximity card readers, furniture and technology, and completed the landscaping. He said Alameda Middle School was the next big project. He said the windows that had been there since 1952 were replaced. He said the old radiators had to be pulled out. He said all of the furniture that was removed from the classrooms would be inventoried in order to see what was removed and what the school would need to come online in 2013-14. He said the school was improved with new plumbing and duct work which was a cumbersome process. He said the walls of the basement were stripped out and opened up. He said a lot of the larger areas were framed into smaller classroom areas that needed new lighting and suspended ceiling structures. He said new bathrooms were installed for the faculty and female students. He said a new fan and heating system were on the roof ready for installation right now. He said another project was the renovation of the restrooms at Tendoy Elementary. He said the entire restroom area was stripped out and redone. He said every time the District renovated a restroom it installed automatic water and soap dispensers to save on water use and eliminate waste. He said new drinking fountains were installed as well. He said the District had 29 gyms that had to be resurfaced every year. He said the District had to install a new fire sprinkler system at Indian Hills per the direction of the Pocatello Fire Department. He said the District installed new lighting and a suspended ceiling as part of the project. He said the fire sprinkler system was approved and certified by Fire Marshall. He said some of the brick work on the older buildings was beginning to deteriorate. He said the District hired a brick mason to refurbish the deteriorated areas. He said school plant money was used to purchase new busses this year. Ms. Gebhardt asked about the purpose of the tents on the roof at Tyhee. Mr. Reed said Tyhee Elementary was originally built in phases and had a second story that was torn down year later and the tents were left.

Students Come First Updates/Teacher Devices/Wireless Network/ One-One Student Devices / Leadership/Hard to Fill Positions/Pay for Performance Report: Request Administrative Participation in One-Time Payment; Boise School District Board of Trustees Action regarding SCF Legislation

Ms. Vagner said the state had not provided Districts with any information on a vendor for laptops and also had no word as to when the state would support the wireless infrastructure for schools. She said the District installed its own wireless infrastructure at the high schools to be minimally ready for the implementation of laptops. She said Pocatello High School was selected as a pilot school and would receive the first round of laptops from the state. She said the SCF Committee would start to meet on October 22, 2012. She said the District still did not know what would be designated as "hard to fill" which had yet to be communicated by the state board. She said Districts were told by Nick Smith at the SDE that pay for performance information could be made public after October 29, 2012. She said the District planned to communicate pay for performance to the public by letting

people know how many teachers received a certain number of shares at a particular number of dollars. She said Mr. Smart was reviewing information to ensure teachers were attached to the correct placement in the system. She said the administration would work with principals to communicate what their building staff would receive. Ms. Gebhardt said this was just one more example of work that staff had to do to implement SCF without any compensation. Ms. Vagner said information was included in the packet that spoke to those certificated employees that were not eligible for pay for performance. She asked the Board if it was agreeable to award the District Office administrators and building administrators who didn't get pay for performance or a step or a lane the same benefit that was awarded to certificated staff that were not eligible for pay for performance or a step or a lane. She said the number of employees left out was very limited. She said the cost was a reasonable request for equity. She said depending on how the Board felt about this item it could wait until information became final in November. Ms. Gebhardt said November would be after the fact and thought it better to make a decision now. Ms. Cranor asked if teachers would still get pay for performance if the referendums passed. Ms. Vagner said yes as the money had already been allocated by the legislature. Ms. Vagner said if the Board was agreeable the topic would be added to the October Board agenda. The Board was agreeable. Ms. Vagner said included in the packet was information relative to Propositions 1, 2 & 3. Ms. Cranor said she attended a retired teacher's meeting and discussed the Propositions and some of the retired teachers asked why the Board had not taken a stand on the Propositions. She said after the Boise School District came out against the Props in opposition of the ISBA, she felt it was important for the District to come out with some kind of a statement. She said it was irritating to her that the ISBA communicated support for Proposition No. 1 as if all Districts were in support. She said it was important to put the message out there as a Board. She said if the bigger School Districts came out in opposition of the legislation it would be a good thing. Ms. Gebhardt said she believed it was critical to communicate how much local control was taken away from School Districts with the Luna Laws. She said right now Districts couldn't even make decisions about textbooks without implementing a tremendous amount of extra work for employees. She said she was aware that Districts would still have critical budget decisions to make but not having local control made it that much harder for Districts to meet needs. Ms. Cranor said she believed the exodus of teachers from the state of Idaho was a direct result of the legislation. She said the legislation may make it easier for Boards to negotiate but did not make it right. Mr. Vitale said if the Board opposed the legislation it would be a boon for teaching staff. He said he believed the Board should voice its support of the staff and thought this would be a good way to do it. Ms. Cranor said she would like to see some kind of statement for the Board to adopt at the next Board Meeting. Mr. Facer said he thought teachers would not bankrupt the District if they had the choice. Mr. Sargent said he disagreed. Mr. Facer said he did not believe that the Pay for Performance system proposed by the state was an accurate or fair way to reward teachers. He said some teachers had to work twice as hard as others to get the same results because of the demographics of a school. Mr. Sargent said he believe the Board should remain neutral. He said as a businessman working in private industry he never had a continuing contract and was rewarded for performance based on the economy. He said he could support the Board staying neutral and keep his opinions to himself, but he could not support an opposition statement. He said it was unfair to use the Boise School District as an example since Boise was its own taxing District and wasn't comparable to this District. Ms. Cranor said she thought Mr. Sargent's perspective was due to his line of work and said a School District operates differently than the private industry and shouldn't be compared. She said she would still like to add the topic to the Regular Meeting agenda for action even if a vote wasn't unanimous. She said she did not agree with the ISBA's representation of School Board opinions and Ms. Echeverria's explanation of why the ISBA chose to support Proposition 1 did not sit well with her. She said she believed it would be beneficial for the Board to make a statement that it did not support this legislation. Ms. Vagner said the topic could be added to the agenda for discussion and a vote.

Head Start Liaison Letter

Ms. Vagner said included in the packet was a memorandum designating Ms. Cranor as the District liaison for the Head Start program. She said this was done annually and would be on the agenda for Board approval at next week's Regular Meeting.

ISBA Resolutions

Ms. Vagner said included in the packet were the ISBA Resolutions for the delegate assembly. She said the Resolutions were limited this year. She said the first Resolution was a combination of several proposed Resolutions. She said the overall message of the Resolution was to communicate that the IBSA works with the Idaho Legislature to maximize state revenue for public schools. She said the District originally submitted the Resolution to the ISBA and three other School Districts signed on with some additions. The Board recommended

a Do Pass. Ms. Vagner said the next Resolution addressed the oversight of charter schools. She said there had been a lot of discussion regarding the need for additional oversight and equitable funding for both charters and traditional public schools. She said right now if a District has oversight of a charter school and the charter has a defect, the District receives the penalty but ultimately has no say in how the charter is run. She said the ISBA would need to raise the issue with the legislature about how Districts address any defects. The Board recommended a Do Pass but thought the Resolution needed further clarification. Ms. Vagner said the third Resolution dealt with a request from Districts to have more flexibility with the number of professional development hours that could be offered up to 72 hours. She said currently a lot of Districts were on four day school weeks and would not be able to carve out the instructional time needed to provide that many professional development hours. Ms. Cranor said it seemed pretty high. Ms. Vagner said it was a lot of hours but was not mandated and only allowed flexibility for those Districts that needed it. Ms. Cranor said she was not in favor of supporting a Resolution that would allow a District to take it that far. Ms. Vagner noted the ISBA had no recommendation on the Resolution. The Board recommended a Do Not Pass. Ms. Vagner said there were four Resolutions that were pulled.

Public Comment

Board Protocols for Public Comment will be followed at all Board Meetings. Patrons wishing to address the Board will fill out Form AD 2 – Request to Appear before the Board and present it to the Board Chair or Board Secretary prior to the meeting.

Board Operating Principles #22 & 23:

22) The Board will follow the chain of command referring others to present their issues, problems, or proposals to the person who can properly and expeditiously address the issues; 23) Board members will refrain from communications which create conditions of bias should a problem or complaint become the subject matter of a hearing before the Board.

Ms. Jan Flandro – 72 Rosewood, Pocatello, ID 83204

Ms. Flandro said it was an interesting experience to come to a Work Session as it was less formal than a Regular Board Meeting. She said she was not here as a Republican or a Democrat but as a teacher who had experienced the Luna Laws first hand. She said PEA did not support the Propositions. She said she started a list of the impacts the laws had already had including increased class sizes, a mass teacher exodus from the state of Idaho which had grown from 750 teachers to 1,800 teachers leaving the profession or moving to other states to teach and less local control for School Boards all of which were of major concern to her. She said it did not make sense to her that some classrooms did not have essential maintenance like working restrooms or a sink in a science classroom but would have a whiteboard and laptop. She said she liked technology and used it and thought it should be implemented at all schools as a tool but was not the end all be all answer to a child's education. She said when TVs first came out a parent could put their child in front of Sesame Street and call it preschool but it is not that simple to educate a child this day in age. She said it took good teachers to know which children needed extra help, who had a parent in jail or who was living in a car. She said teachers were not the enemy and did not have a political agenda and were only there for the children. She said different viewpoints were important including those of a businessman, counselors, teachers, superintendents and clergy. She said all of us want what is best for children and the proposed laws were hurting children and were hurting the profession. She said she understood how it could put the Superintendent in a tricky spot to take a stand on the legislation but believed it was the responsibility of the Board to communicate to the community what is important for students. She asked the Board to please vote no on the Propositions and to take a stand as a Board.

Adjourn Work Session and Convene Executive Session in the Superintendent's Office to Discuss in Accordance with Idaho Code 67-2345 (1) (f) *To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation or controversies not yet being litigated but imminently likely to be litigated;*

Chair Gebhardt adjourned the Work Session at 11:21 a.m. A motion was made by Mr. Sargent and seconded by Mr. Facer to adjourn to Executive Session. The roll call vote was unanimous in the affirmative; Mr. Sargent, aye; Mr. Facer, aye; Ms. Cranor, aye; Mr. Vitale, aye; Ms. Gebhardt, aye. The Board adjourned to Executive Session at 11:26 a.m.

OTHERS PRESENT:

Rena Johnson, Board Secretary
Amy White, Attorney (by phone)

Return to Open Session – No Action to be Taken

The Board returned to Open Session at 11:52 a.m. No action was taken.

Adjourn:

A motion was made by Mr. Sargent and seconded by Mr. Facer to adjourn. The voting was unanimous in the affirmative. The Board adjourned at 11:53 a.m.

APPROVED ON:

18 December 2012

By:

Janie StGerardt
Chair

MINUTES PREPARED BY:

[Signature]
Secretary, Board of Trustees

ATTESTED BY:

Jackie Cranor
Clerk