

**MINUTES OF THE SPECIAL MEETING/EXECUTIVE SESSION TO DISCUSS MEET & CONFER AND
NEGOTIATIONS AND TO TAKE ACTION ON VARIOUS CONTRACTS AND INTENT TO HIRE
CERTIFICATED PERSONNEL OF THE BOARD OF TRUSTEES
POCATELLO/CHUBBUCK SCHOOL DISTRICT NO. 25**

**Board Room at the Education Service Center
3115 Pole Line Road
Pocatello, ID 83201**

Tuesday, May 11, 2010

BOARD/SUPERINTENDENT PRESENT:

Marianne Donnelly, Chair, Board of Trustees
Janie Gebhardt, Vice Chair, Board of Trustees
Frank Rash, Clerk, Board of Trustees
John Sargent, Member, Board of Trustees
Jackie Cranor, Member, Board of Trustees

Call to Order/Executive Session

Chair Donnelly called the meeting to order at 4:31 p.m. A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to adjourn to Executive Session. The roll call vote was unanimous in the affirmative; Ms. Cranor, aye; Ms. Gebhardt, aye; Mr. Rash, aye; Mr. Sargent, aye; Ms. Donnelly, aye. The Board adjourned to Executive Session at 4:32 p.m.

Purpose: To discuss Meet and Confer and Negotiations

The Board proceeded to discuss personnel as provided in Idaho Code, Section 67-2345 (1) (c) *To conduct deliberations concerning labor negotiations.*

OTHERS PRESENT:

Bart Reed, Director of Business Operations
Carl Smart, Director of Employee Services
Mary M. Vagner, Superintendent
Ken Mallea, Attorney (by phone)
Rena Johnson, Board Secretary

Return to Open Session

The Board returned to Open Session at 5:31 p.m.

Welcome, Call to Order and Statement of Purpose

Chair Donnelly called the Special Meeting to order at 5:38 p.m. She thanked everyone for coming and said the purpose of the Special Meeting was to further discuss items presented at the May 4, 2010 Special Meeting and Due Process Hearing relative to proposed funding sources and to take action on various contracts and an intent to hire certificated personnel.

Approval of Agenda

A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to approve the agenda and the addendum to the agenda as presented. The voting was unanimous in the affirmative.

Public Comment on Items on the Agenda

Chair Donnelly opened the meeting for Public Comment on items on the agenda and stated the public comment protocols for the meeting.

Nicholas A. Tsakrios – 225 S. 18th Avenue, Pocatello, ID 83201

Mr. Tsakrios said he had lived in Pocatello since he was a child. He said all of the schools he attended growing up were in Pocatello. He said his comments were directed to the Board of Trustees and the Superintendent. He said he had been carefully observing the Board meetings through the local media. He said he watched when the Board declared a financial emergency. He said it was a drastic action on the part of the Board of Trustees which also voted for permanent salary reductions. He said he had watched the public comment and due process proceedings and saw people come forward in a respectful and orderly manner to offer help and come up with solutions. He said the Board had adopted every suggestion of the District's administration with no regard for the public. He said the Board allowed no room for help from the community. He said the Board had not allowed the use of the fund balance and had purchased the Stock's Building while in a financial emergency. He asked why the Board was spending funds on expansion and replacing carpet which should not be a priority when salary reductions were being made. He said the Superintendent had been one of the first people to offer her salary up but had at the same time requested a contract extension. He said the Board should not create a three year liability while in a financial emergency and cutting teacher salaries. He said the Board had not created an atmosphere for reasonable fixes or compromise. He said he had not seen any other Districts proposing such large cuts. He said other Districts were going for Supplemental Levies to offset salary reductions. He said he had not seen the Board ask the public for help. He said he did not feel the Board had done everything it could to avoid salary reductions and layoffs. He said the Board was also there that night to consider hiring administrators and certificated staff and asked how it could consider hiring anyone while reducing salaries. He said there should be a freeze on all hiring. He said the Board had asked administrators to go door to door to encourage the passage of the Supplemental Levy and only asked for help when it suited their needs. He said the Board had alienated all of the District employees and the community. He said if it was his responsibility all of the Board members would be unemployed and did not know how anyone could tolerate the level of irresponsibility by the Board.

Kevin England – 859 Pinewood, Chubbuck, ID 83202

Mr. England said he was amazed how two people could get completely different things from the same meeting. He said life was short even if it seemed long at times. He said he was pro-education and thought everyone needed to give their very best and nothing should come before education. He said he came from a large family, all from Pocatello. He said all of his children were educated in Pocatello and received wonderful scholarships. He thanked everyone that was dedicated to educating children. He said he knew a lot of the local educators and said no one wanted to see them hurt. He said he had watched the Superintendent closely and had not seen her do anything that was not professional and said he knew the Board members and knew they were also pro-education. He said somehow all of these people and educators were getting blamed for the tough situation. He said this was the toughest of economic times he had ever seen. He said the state was well into its second year of a depressed economy. He said the state would not stay in the current economy. He said the Board had been called upon to make difficult decisions. He said he did not believe that the legislature wanted to hurt education but were in a bad way. He said he discouraged the use of dedicated funds for anything other than what was promised. He said the administration had come to the community saying the School Plant Facilities Funds would be used to maintain facilities and that is what they should be used for. He said there was not a lot of order right now but believed that there was order to be found. He said the situation was difficult beyond what anyone could have guessed but asked the Board to carefully review every situation and find the right answers. He said the District needed the support of the educators. He encouraged everyone involved, patrons, Superintendent, Board members, administrators and teachers to show patience and have mutual respect for one another. He said the dialogue was not over. He said they needed to search and find the answers. He said there were a lot of people willing to go to bat for education and there were no bad guys or enemies and everyone was on the same team.

Bill Davis – 910 N. Hayes, Pocatello, ID 83204

Mr. Davis said the Board had probably seen the letters regarding bad faith bargaining. He said the PEA was considering the last letter it received and was working on a response. He said the Board was considering addressing certificated contracts and proposing a due process hearing while negotiations were still underway. He said in doing this the Board had stated it was a forgone outcome. He said there would be no need for a due process hearing unless there was an imposed settlement. He said if an agreement was reached there would be no need for a due process hearing. He said the Board was engaging in bad faith bargaining by setting the due process hearing date. He said it was one piece that the PEA could use in a law suit. He asked the Board to not set the due process hearing date until bargaining was completed. He said he was not on the bargaining team but knew the protocols were set and that members of the bargaining teams did not discuss the issues outside of the bargaining table. He said Mr. Howell, Mr. Reed and Mr. Smart all reported publically to the Board to discuss bargaining outside of the bargaining table. He said the District bargaining team discussing the issues with the Board was a violation of the bargaining protocols and thought that was also bad faith bargaining. He said he thought the bargaining teams could still bargain in good faith and said he agreed with the first two speakers that the public should be offered a broader view and be asked for help.

MaryAnne Hansen – 260 Noah Street, Chubbuck, ID 83202 and Valynne Underwood – P.O. Box 338, Inkom, ID 83245

Ms. Hansen said she was a teacher at Irving Middle School. She said she would speak for herself and on behalf of Valynne Underwood who had provided a written statement. She said she would first read Ms. Underwood's statement to the Board. She said Ms. Underwood wrote to the Board to express her concerns regarding the elimination of middle school sports. She said everyone involved had the choice to act professionally. She said she hoped the missive came across with integrity and professionalism. She said she could not find any numbers showing how many students participated in middle school sports. She asked who it would affect if middle school sports were eliminated; administrators, spectators, coaches and most importantly students. She said it would have a hugely negative impact on the middle school students who were the future of the community. She said she loved her coaching job and knew how important it was. She said the middle school tryouts were always highly anticipated. She said if middle school sports were cut it would be a big letdown to the kids. She said the thought of telling the kids they had made the cut but could not actually play sports anymore made her sick. She said if middle school sports had to be cut then the Board should have to tell the students. She said the District budget was confusing. She said in thinking about the numbers she could not imagine that the 3 middle school coaches receiving stipends were that much. She said she had spoken with the other coaches who confirmed they all made the same amount. She said there were many students looking forward to cheerleading and said it made a big difference if they had to wait until high school. She said it would be a disadvantage for the students to start in high school when other Districts were starting in middle school and would make competitions unfair. She said a lot of the time sports kept kids in school. She said there were other places to balance the budget. She said the Board was overlooking service to the kids and the community and was disinvestment to both to take away middle school sports. She said the Board needed to get the true facts on the cost of sports instead of inflated numbers. She said cutting the middle school programs did not make sense. Ms. Hansen said she would now give her input. She said she had come to speak about what the Board's actions had done to the morale of the staff. She said in one month the Board had destroyed the relationship the staff had with the Board and the District's administration. She said while the Board's actions were legal, they were immoral and unethical. She said the Board's actions proved that staff members meant little to nothing. She said it did not seem as if the Board had investigated the ideas proposed by the District's administration. She said if the staff had been given time and knowledge of the situation they would have investigated and could have come up with solutions. She told the Board not to say they cared. She said she could attest to the staff members that were told their services would no longer be needed or were told they would lose hours. She said school Registrars and Bursars were now doing more work for less pay. She said they could also attest to not being cared about. She said she was told

there would not be any media specialists in the high schools. She said the Governor had stated a holdback would not occur and the District's administration had taken advantage of a worst case scenario to cut pay purposely. She asked the Board not to use the economic crisis as an excuse as everyone else had done. She said there were those that said teachers needed to feel the pain of the economy but she said they already did. She said every time a teacher spent his or her own money on coats, hats, food and supplies for students and every time a teacher stayed past hours without compensation a teacher feels the pain. She said she was unable to take her kids on vacation because she had not had a pay raise since she started with the District and felt the pain. She asked the Board to remember the treatment of the staff when they asked them to pilot another program or attend a PLC and give whatever it takes.

Jay Ronk – 230 Fairway Drive, Pocatello, ID 83201

Mr. Ronk said he was there to talk about a proposal to stay in Holt Arena at no cost to the District. He said he had talked to Board members and investigated ways that the District could stay in Holt Arena so the Board could make the best decision. He said Mr. Devine had a proposal that would eliminate the District's financial obligation to the Holt Arena and would still provide revenue to the high schools. He said Mr. Sargent had suggested having some of the games at Holt but not all of them. He said if the District eliminated its use of Holt Arena it would cause a lot of problems. He said it would affect the Patriotic Extravaganza and a lot of early year rehearsals. He said he had measured Highland High Schools stadium which had capacity for 990 and did not include room for the marching band. He said the lowest attendance at the home football games was 1,143. He said seating was short even in a worst case scenario. He said there were also no restrooms, safety railings, handicap accessibility or lighting which was just not realistic for a stadium event. He said stadium renovations were also an issue when staff members were taking pay cuts. He said Century High School had some of the same problems. He said Pocatello High School would have to use Irving Middle School's stadium and there was nowhere to park. He said even when JV was playing, there was still a minimum of 1,200 people in attendance. He said Highland High School's booster club had tried to purchase artificial turf for the stadium and had offered to raise the funds and were told they could not do it without \$1 million. He said he talked with other Districts who used their own facilities and the cost of maintaining the stadiums and replacing equipment every 5 – 10 years was extremely high especially when exposed to the weather. He said just the cost of replacing marching band uniforms was \$400 - \$500 each. He said he knew the Board was concerned with public relations and that everyone had an opinion and offered to go to the media to change the public perceptions. He asked the Board to consider other options that would keep the District in Holt Arena.

Elizabeth Hansen – 260 Noah Street, Chubbuck, ID 83202

Ms. Hansen said she was there to talk about the proposal to cut middle school sports. She said she had just started as a freshman and sports were really important to her in middle school. She said she participated in track and basketball and had a great time and made a lot of friends. She said sports were so important to so many students; sport was life for a lot of them. She said if middle school sports were cut it would hurt a lot of people. She said boys and girls took pride in what they did and a lot of the times was the only reason they kept their grades up and stayed in school. She said the Board should acknowledge how the kids felt. She said just having recess was a lot different than having a variety of activities that helped students realize their talents and have success. She said the idea of cutting sports really hurt her. She said she was a teenage girl and thought the Board might think she did not understand the issues and wanted to let them know that she did. She said she was one of the students in front of the District Office picketing to get people to honk in support of her mom and all of the staff members. She said she felt like school was here home and all of the people there were her family. She said she knew all of the teachers and where their classrooms were. She said what happened to the teachers was important to her because it affected her home life and all of the people she had grown to love. She said her mom had four jobs and was looking for a fifth job to support her family. She said she was only 15 and was thinking about getting a job to help her parents. She said the Board needed to take kids and families in to consideration. She said if the Board came to the school Christmas parties they would see how close everyone was. She said it was

even harder with all of the people that had been fired or are leaving because they could not afford to stay. She asked the Board to consider all of these things if their final decision.

Ciara McCoy – 7432 N. Valley Vista, Pocatello, ID 83201

Ms. McCoy said she was there representing all of the School District No. 25 students. She said she had pages and pages of signatures from students who were opposed to the teacher and administrative pay cuts. She said she had 834 signatures. She read the statement opposing pay cuts and said at the bottom it asked students to sign the petition if they agreed. She said so far there were only signatures from Century High School, Franklin Middle School and Hawthorne Middle School. She said she would get signatures from Highland too. She said teachers were the reason that students loved school. She said she had a full ride scholarship and it was only because of her teachers. She said Ms. Thorne had lost her job after being with the District for many years and students were mad. She said Ms. Thorne had done everything she could to benefit students and now they were the ones suffering. She said she had only seen the Superintendent at her school twice and one of the times was to tell Ms. Thorne she was losing her job. She said Ms. Thorne was one of the people that encouraged kids to do better and to get scholarships. She said teachers did not make enough money as it was and were suffering. She said students would suffer as a result. She said teachers close the classroom door at lunch now because it is off contract time and it hurts students. She said teachers wanted to do whatever they could but cannot do it anymore because they had been limited by the District's administration. She said she was there to tell the Board that students were mad, sad and upset and no longer supported the Board members or the Superintendent and to tell them they should take into consideration that students cared. She said Century students had created posters that stood up for teachers because what the Board was trying to do was wrong and immoral and inappropriate. She said the Board should take the 834 student signatures into consideration. She said they were kids but they should still have a say about their community, education and teachers.

Andrew Steinfeldt – 120 N. Mink Creek Road, Pocatello, ID 82304

Mr. Steinfeldt asked the Board if they were proud of what they had done and how they could explain making these kinds of decisions behind closed doors. He asked the Board if they had any response. Ms. Donnelly said the public comment portion of the agenda was not for discussion with the Board and there were other venues for discussion but that was not purpose of this meeting.

Discussion of Items Presented at the May 4, 2010 Special Meeting; 4 Day School Week; 30 & 40% Extra-Curricular Activities Reduction; Family Cap on Participation Fees; Use of Holt Arena; Eliminate Middle School Extra-Curricular Activities; Run another election to move 50% (or some) of the School Plant Facilities Levy money into the General Fund to offset 6.91% Salary Reduction

4 Day School Week

Ms. Vagner said she would recap the information received regarding the cost savings of a 4 day work week. She said there would \$134,000 in Maintenance and Operations salaries, \$108,000 in salaries from the Varsity Contractors, \$240,000 in Food Service salaries and \$50,000 in utilities savings for a total of \$446,756. She said most of the savings from moving to a 4 day work week was at the expense of maintenance and operations and food service. Ms. Gebhardt noted that most of the Districts where a 4 day work week did well were in Districts with 1,000 students or less. She said the smaller communities had resources and support groups for a 4 day work week whereas the Pocatello/Chubbuck School District did not. She said moving to a 4 day work week would not only hurt the maintenance and operations and food service departments, but would also cut vital support programs for children in need. She said she had spoken with the probation department regarding a 4 day school week and was told it would be a sad day in the community if it happened. Mr. Sargent asked the administration to look into the Varsity Contractors see if there were any savings in using District employees. He said he realized the District would need to factor in salaries and benefits but thought it should be looked into. He said he was not in favor of a 4 day work week. Ms. Donnelly said a 4 day week would fall heavily on transportation and maintenance and food service workers. She noted that the food service department was completely self

sufficient and would probably cost the District more to lose their services one day a week than to maintain a 5 day school week. She said she did not feel the savings was worth the disruption. Mr. Rash noted that buildings would still have to be opened for activities and the utilities savings were not significant. Ms. Donnelly noted other Districts had experienced the same thing.

30 & 40% Extra-Curricular Activities Reduction; Family Cap on Participation Fees; Use of Holt Arena; Elimination of Middle School Extra-Curricular Activities

Ms. Vagner said there were three proposals being presented to the Board for extra-curricular activities reductions. She said the proposals included a 30% reduction, a 40% reduction and a 100% reduction. She said the 30% reduction proposal included fees that would cover the Holt Arena fee and a ticket price increase for football games. She said it also included the elimination of the ACCIP positions, middle school activities and the reduction of coaching positions at each high school. She said the second option to consider included all of the first proposal's options but included more student fees. She said a 40% reduction would include a \$187 participation fee for high school and \$50 for middle school with no family cap. She said the first proposal had a \$300 family cap. She said the administration was asking for direction on the proposals to figure out what programs would look like. She said the administration recommended the Board move forward with the 40% reduction proposal and leave some support for middle school activities. She said both proposals addressed the reduction of middle school activities. She said Mr. Devine would answer any questions for the Board. Ms. Donnelly said she was in favor of a 30% reduction and wanted to know how the District could maintain its middle school programs. Mr. Devine there would be a participation fee. He said the fee could be based on the number of activities students participated in or could be a flat rate participation fee. He said either way it would be a large fee and many families might not be able to afford the fee. He said that could impact revenues from the activities as well. He said it was an unknown. He said if the District charged a lower fee activities could still generate revenue. Ms. Gebhardt asked if there were any other sources that would help middle school students participate. Mr. Devine said currently most schools had around 20% of students that had a difficult time paying for fees as it was and were on a payment plan over the year. He said currently there was no money being donated by foundations but was a possibility. Mr. Sargent asked how high schools got funding for activities through scholarships. Mr. Devine said most funding came from booster clubs but also received all of the proceeds from the John McCarthy Golf Tournament. Mr. Sargent asked if it could be started at the middle school level. Ms. Allen said there were sources in the Education Foundation that she could look to for assistance. She said currently there was a Brian Reams Memorial Fund that assisted high school students that could not afford to participate in activities. She said she would ask the donors if they would use some of the memorial fund to assist at the middle school level as well. She said the Education Foundation would also look into other fundraising options to develop an ongoing fund for middle schools. Mr. Devine said even if fundraising efforts were successful he would still recommend a graduated fee based on the number of programs to keep funding proportionate. Mr. Rash asked if middle school students participated in 7th and 8th grades. Mr. Devine said middle school students participated both years. Mr. Rash asked if there was any out of town travel for middle school. Mr. Devine said there was not. Mr. Rash said he felt the cost at the middle school level should be a little more reasonable than high school. Mr. Sargent said another option to look at was volunteer assistant coaches. Ms. Cranor noted there were a lot of Districts that did not fund middle school sports and thought if the District kept them, there should be a fee base and should be self sustaining. Mr. Devine said if that was the direction of the Board the administration would move forward with a proposal based on that direction. Ms. Donnelly noted that the city did not have the means to support middle school activities either. Mr. Devine said a lot of parents would support an inner city program. Mr. Sargent said he was not in favor of a flat fee. He said if students want to participate in more than one activity they should pay for it. Mr. Devine clarified that the flat fee was based on the number of activities a student participated in and the other was a fee for a specific sport. He said there were a lot of extra fees in the more costly activities. Ms. Vagner said if the Board would provide direction on the use of Holt Arena and the level of funding for middle school activities the administration would come back with a workable solution. Ms. Cranor asked if there was a solution for using the Holt Arena at no cost to the District. Mr. Devine said there was. He said if schools

picked up the difference through fund raisers and increased ticket costs there would be no District expense. Ms. Gebhardt asked if it would also include a \$4 graduation fee. Mr. Devine said it would. Ms. Donnelly said if the Board decided to eliminate the use of Holt Arena a committee would be formed to come up with a plan to get out and the District would not just stop the use of the venue with no plan. Mr. Rash asked about the Highland proposal. Mr. Devine said it addressed using private funds from booster clubs and private donations. He said he thought it was a good idea and the fans of each of the schools should run the programs. Ms. Vagner said the Board did not have to decide based only on the proposals presented but could choose the options they wanted. Ms. Cranor said she did not like the idea of a student paying \$180 for an activity that only costs \$40. Mr. Sargent agreed that he did not want a flat participation fee. Ms. Vagner said there were two fee structures in the proposals and the other was a flat fee. Mr. Sargent said he thought the middle school fee schedule should be similar to the high school fee schedule. Mr. Devine said parents and booster clubs were willing to get involved to keep the revenues up. He said he had heard it talked about and the mindset was there. Ms. Donnelly asked if there was any further discussion. Ms. Gebhardt said there were some good proposals that included the use of Holt Arena that should be looked at. Mr. Sargent said attendance at Holt Arena would suffer if ticket prices were increased to \$7. Mr. Devine agreed attendance would affect revenues. Mr. Sargent said he thought it would be almost impossible to get out of Holt Arena this year and was willing to give it another year of research. Ms. Donnelly agreed there were a lot of ramifications of getting out of Holt Arena that needed to be considered such as the cost of renovations for the District's facilities. Mr. Rash said the administration had already researched some of the costs that included new bleachers. Mr. Devine said it was over \$1 million and did not include the installation of bathrooms or lighting. Ms. Vagner said the administration recommended the Board move forward with the proposed fees next week and with the activities fees in June.

Run another election to move 50% (or some) of the School Plant Facilities Levy money into the General Fund to offset 6.91% Salary Reduction

Ms. Vagner said Mr. Reed and Mr. Smart would answer any questions for the Board and noted the Budget Committee had met that week. Mr. Smart said the Budget Committee had its 4th meeting the night before. He said the committee discussed the previous School Plant Facilities Levy election and the materials that had been prepared for the election saying that all funds would be used for facilities and not salaries. He said the legislature had just passed a bill that would allow Districts to transfer one time money from the school plant facilities levy for salaries for two years or for the length of the remaining levy. He said the District only had one year left of its current school plant facilities levy. Ms. Gebhardt asked if there were any bid contracts that had been funded through the current levy that were about to end. Mr. Smart said there were. He said the amount of money that was committed to projects was printed on the ballots when the election was run. Ms. Cranor said if the funds could only be used for one year and most of them were dedicated there would not be a lot left to offset salaries. Mr. Reed said the District currently had \$3,250,000 committed for projects in 2011. He said the projects had been approved by the Board over the last two or three months for facility improvement. He reviewed some of the projects the levy had funded. He said it was not unusual to bid the projects in advance and was part of the planning process to secure competitive bids. He said it was also important to ensure projects could be completed in time for the upcoming school year. He said 55% of the school plant facilities funds had been legally contracted to projects. He said that was important to keep in mind when considering the use of levy funds. Mr. Sargent asked if 50% of the levy funds could be transferred per the statute. Mr. Reed said up to 100% of the levy funds could be converted. He said there was about \$2 million left in the current levy. He said no money had been spent on school equipment at that point. He said the furniture and equipment was not included in that number. Ms. Cranor noted the importance of maintaining facilities and keeping them current. She said the District did a good job considering what it was given. She said she had received a call from a parent saying they had only voted in favor of the levy because it meant better facilities for her child. She said she thought if the District ran an election to convert what was left of the facilities funds then voters would not support a Supplemental Levy in the fall. She said she worried about what the public perception would be if the District went ahead with an election to transfer funds. Mr. Sargent said by

doing that the District would be robbing Peter to pay Paul and would only get the District in trouble. He said we told the public what the funds would be spent on and he had a hard time going back to them and asking them to use it for anything else. Ms. Gebhardt said the levy supported the District's connection with community partners through the contracts and projects that were paid for with the levy funds. Mr. Smart said the Budget Committee agreed that the District should not try to convert the school plant facilities funds. He said the District needed to treasure the good will of the community and work towards a Supplemental Levy instead. Ms. Cranor said she understood the faculty and staff saying there was public sentiment for their situations and thought some of them would come out to vote in support of a transfer but did not think they would do it again for the Supplemental Levy which was a greater need. She said it was a big gamble and the District risked losing credibility. She said it was too big of a risk to take on. Mr. Smart said there was some insistence from the Budget Committee that the District consider using its reserves, increasing participation fees and looking at furlough days for classified staff. He said that had not been an option in the previous year because of sub costs. He said the Budget Committee also wanted the District to look into the cost of Varsity Contractors. He said they were in favor of coming up with a plan to get out of Holt Arena in the next year. He said the committee asked if the District could rely on public libraries rather than using school libraries. He said the committee discussed how the District had gotten to where it was. He said the District had looked at over 200 budget items that were cut over a two year period and showed the committee what had been done to get to this point. He said the state was reimbursing the District \$2 million less than it had in the past and the District had to make up that money somewhere. Mr. Smart said a budget model had been created that the budget committee would utilize to try and find solutions. Ms. Cranor asked if the model was available for the public. Mr. Smart said it was. Ms. Cranor said the public might better understand the District's position if they saw the numbers themselves. Mr. Smart said the administration also had to take into account how it would make up some of those losses in the coming years without all of the one-time expenses it had used this year. He said the administration could not predict how the following year would look but those things needed to be kept in mind. Mr. Smart said the Budget Committee was made up of two classified employees, a PTA member, two certified employees, the president of the Pocatello Chamber of Commerce and a local banker. He said school finance was complicated and when curve balls are thrown they compound the problem. He said people were learning as they went along. He said the ongoing concern of the administration for the current year and the next was that it did not know what was coming. Ms. Donnelly pointed out that some of the one-time reductions the District made would eventually have to come back to the general fund budget. She said textbooks could not be put off forever.

Take any Action to Provide any Further Direction on Items Discussed Above; 4 Day School Week Extra Curricular Activities Reduction to include Status of Middle School Activities and Use of Holt Arena; Hold Election to Move up to 50% of the School Plant Facilities Levy Money into the General Fund to Offset Salary Reductions

A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to not consider a 4 day school week. Ms. Donnelly, Mr. Sargent, Ms. Gebhardt and Mr. Rash were in favor. Ms. Cranor was opposed at the time. A motion was made by Ms. Cranor and seconded by Ms. Gebhardt to approve the option 1, 40% extra-curricular reduction proposal with a fee for middle school. The voting was unanimous in the affirmative. A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to oppose holding an election to move up to 50% of the School Plant Facilities Levy money into the General Fund to offset salary reductions. The voting was unanimous in the affirmative.

Approval of Human Resource Activity

A motion was made by Ms. Gebhardt and seconded by Ms. Cranor to approve the Human Resources activity as presented. The voting was unanimous in the affirmative.

Take any Further Action to Employ Administrators and to set Administrators' Compensation and Contract Length for 2010-11

As the Board had completed activities associated with the recommendation relating to a reduction in Administrative compensation and had issued Findings of Fact, Conclusions of Law and Decision, a motion was made by Ms. Gebhardt and seconded by Ms. Cranor to issue standard administrative contracts, for a single year period of time, to Administrative Employee Dockets No. 10-04 through 10-26 and 10-28, those administrators who participated in the due process proceedings of May 4, 2010. The terms of such standard administrative contracts shall be consistent with the Board's Findings, Conclusions and Decision reached subsequent to deliberations after the due process activities. Further, with regard to the administrative employees who consented to the proposed administrative reductions and waived any and all rights to a due process hearing associated with recommended reductions, single year standard administrative contracts shall be issued to such employees, the terms of which shall be consistent with the aforementioned Board's Findings, Conclusions and Decision. These standard administrative contracts shall supersede any contracts or terms as stated in the administrative waivers signed by these employees as the terms are more beneficial to these administrative employees than that which is stated in their signed consent and waiver per the attached list. Ms. Gebhardt, Ms. Donnelly, Mr. Sargent and Ms. Cranor were in favor. Mr. Rash was opposed.

Take Action on the Administrative Recommendation of an Intent to Hire Certificated Staff for the 2010-11 School Year and to Provide Notice of Intent to Hire

Ms. Cranor asked for clarification. Ms. Vagner said the Board was required to notify staff of an intent to hire but would not take action to issue contracts until meet and confer was over. She said this way the staff would know there was an intent to hire and would meet the deadlines.

A motion was made by Ms. Gebhardt and seconded by Ms. Cranor to take action on the administrative recommendation of an intent to hire certificated staff for the 2010-2011 school year and provide notice of an intent to hire as presented:

WHEREAS, pursuant to Idaho Code Section 33-522 and Section 33-515(7) (a) and Senate Bill 1418 which was signed by Governor Otter on March 31, 2010, the Pocatello/Chubbuck Board of Trustees opted in to the state-wide financial emergency on April 20, 2010.

WHEREAS, pursuant to Idaho Code the Pocatello Education Association and the Board of Trustees are engaged in the Meet and Confer process in hope of reaching an agreement on non-administrative certificated employee compensation and benefits.

WHEREAS, in accordance with Idaho Code, the Board of Trustees must notify its non-administrative certificated employees of an intent to hire for the 2010-11 school year.

THEREFORE BE IT RESOLVED, that the Board of Trustees for the Pocatello/Chubbuck School District direct the administration to notify the recommended non-administrative certificated employees of an intent to hire for the 2010-11 school year with an understanding that the Board of Trustees intends to take contract action for these employees at a special meeting on June 1, 2010 per the attached list.

The voting was unanimous in the affirmative.

Consider Administrative Recommendation relating to Teacher Contract and Compensation in Accordance with Idaho Code 33-522 and 33-515(7), including recommendation to set due process hearing for Tuesday, May 25, 2010 at 4:30 p.m. in the Board Room of the Education Center

A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to consider administrative recommendation relating to teacher contract and compensation in accordance with Idaho Code 33-522 and 33-515(7), including recommendation to set due process hearing for Tuesday, May 25, 2010 at 4:30 p.m. in the Board Room at the Education Service Center as presented:

WHEREAS, the Board of Trustees has received a recommendation from the District's Superintendent to give Notice of Possible Reduction in Length of all Non-administrative Certificated Employees Contracts with Corresponding Possible Recommendation for Reduction of Salary for all such Employees and such

recommendation being based upon the District's opting into the state-wide declared Financial Emergency and the overall financial condition of the District as anticipated for the 2010-2011 school year;

WHEREAS, the Board of Trustees has also received a recommendation to give Notice of Possible Reduction with regard to compensation associated with Supplemental Duties, both those grandfathered on Standard Teacher contracts as well as those documented via supplemental Contracts issued pursuant to Section 33-515A, Idaho Code, based upon the District's Financial Emergency;

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25, pursuant to Sections 33-522 and 33-515(7), Idaho Code hereby direct its Chair to execute and cause to be delivered to all such Employees the Notice of Recommendation to Give Notice of a Possible Reduction in Length of Nonadministrative Certificated Employees Contract and where applicable a Notice of Recommendation to Give Notice of a Possible Reduction in Supplemental Assignments grandfathered with Corresponding Reduction in Salary, which is approved and incorporated as if set forth in full herein.

FURTHER BE IT RESOLVED, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 does hereby schedule a Special Meeting of the Board of Trustees for the purpose of holding a hearing pursuant to Section 33-522 and 33-515(7) Idaho Code hearing regarding the aforementioned recommendations, to be held May 25, 2009 at 4:30 p.m. at a location to be determined which shall be duly noticed and posted in accordance with Idaho Code 67-2343.

The voting was unanimous in the affirmative.

Ms. Vagner said that whether or not there was a need to hold the Due Process Hearings it would still need to be noticed to employees and the notices delivered in time to everyone affected. She said all of the action by the Board relating to the financial emergency had to be complete by June 6, 2010.

Adjourn

A motion was made by Ms. Gebhardt and seconded by Mr. Rash to adjourn. The voting was unanimous in the affirmative. The Board adjourned the Special Meeting at 7:33 p.m.

APPROVED ON:

MINUTES PREPARED BY:

Secretary, Board of Trustees

BY:

Chair

ATTESTED BY:

Clerk