

**MINUTES OF THE  
REGULAR SESSION BOARD MEETING  
AND PUBLIC HEARING  
POCATELLO/CHUBBUCK SCHOOL DISTRICT NO. 25  
Education Service Center Board Room  
Tuesday, June 15, 2010  
5:30 p.m.**

**BOARD MEMBERS/SUPERINTENDENT PRESENT:**

Marianne Donnelly, Chair	John Sargent, Member
Janie Gebhardt, Vice Chair	Jackie Cranor, Member
Frank Rash, Clerk	Mary Vagner, Superintendent

**CALL TO ORDER/EXECUTIVE SESSION**

Chair Donnelly called the Special Meeting to order at 4:32 p.m. A motion was made by Ms. Gebhardt and seconded by Ms. Cranor to adjourn to Executive Session. The roll call vote was unanimous in the affirmative; Mr. Sargent, aye; Ms. Gebhardt, aye; Ms. Cranor, aye; Mr. Rash, aye; Ms. Donnelly, aye. The Board adjourned to Executive Session at 4:33 p.m.

***Purpose:** To discuss Personnel in Accordance with Idaho Code Section 67-2345(1) (c) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or agent;*

**OTHERS PRESENT:**

Mary Vagner, Superintendent  
Rena Johnson, Board Secretary

**RETURN TO OPEN SESSION**

The Board returned to Open Session at 5:30 p.m. No action was taken.

**ADJOURN:**

Chair Donnelly adjourned the Special Meeting/Executive Session of the Board at 5:30 p.m.

**CONVENE REGULAR MEETING/CALL TO ORDER**

A Regular Session of the Board of Trustees of School District No. 25 was held in Pocatello, Idaho on the 15<sup>th</sup> day of June, 2010, as provided in Section 33-510, Idaho Code. Chair Donnelly called the meeting to order at 5:37 p.m.

**PLEDGE OF ALLEGIANCE**

Tom Wilson led the audience in the Pledge of Allegiance.

**REVIEW, REVISE, AND APPROVE AGENDA – Self Explanatory – Action**

Ms. Donnelly reviewed the addendum to the 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.

**APPROVAL OF MINUTES – Self Explanatory – Action**

- a. **Regular Board Meeting** – April 20, 2010
- b. **Special Meeting/Executive Session** – April 27, 2010
- c. **Special Meeting/Executive Session/Hearing** – May 5, 2010
- d. **Special Meeting/Executive Session/Hearing** – May 19, 201

*\*The following Minutes will be Included in the July 20, 2010 Board Packet*

- e. **Special Meeting/Executive Session/Due Process Hearing** – May 4, 2010
- f. **Special Meeting/Executive Session/Findings of Fact** – May 8, 2010
- g. **Special Meeting/Executive Session** – May 11, 2010
- h. **Regular Board Meeting** – May 18, 2010
- i. **Special Meeting/Executive Session/Due Process Hearing** – May 25, 2010
- j. **Special Meeting/Executive Session/Findings of Fact** – May 29, 2010

A motion was made by Ms. Gebhardt and seconded by Ms. Cranor to approve the minutes as corrected. The voting was unanimous in the affirmative.

**RECOGNITIONS/VISITORS/CORRESPONDENCE** – Information

**a. Visitors and Correspondence**

i. *Thank you card from the family of Bill Rawlings*

**b. Recognitions - Information - Mrs. Allen**

Ms. Allen asked Ruth Millward, Don Cotant and Caspar VanHaalen to come to the front. She said Ruth Millward was an Academic Success Coach and helped with GED and credit recovery. She said she did an amazing job. She said Ruth demonstrated the District's Vision and Mission every day. She said she developed meaningful relationships and recognized her dedication to students. Mr. VanHaalen said Pocatello High School wanted to recognize Ms. Millward for her excellence. He said she was so much more than an Academic Success Coach and Pocatello High School could never pay her enough. He said with her success ratio she touched the lives of many students. He said she taught in a way that exemplified rigor and said it was amazing to see the level of performance from her students. He said a lot of her students were trapped in a race against time and Ms. Millward helped them see they had options, even if they had to take a different path. He said she taught from the heart and was committed to her students. He said she was a true success coach. He said he was sure her students would agree. He said she was also the most huggable teacher at Pocatello High School. He said Ms. Millward had set backs of her own and still her students came first. He said he would like to give Ms. Millward a small token of Pocatello High School's appreciation and gave her a bouquet of flowers.

Ms. Allen asked Rhonda Finuf from Fred Meyer to come to the front. Ms. Finuf said Fred Meyer held a campaign for education that allowed customers to donate money to education. Ms. Finuf presented a check to the District on behalf of Fred Meyer's in the amount of \$1,107.10. She said thanked the District for its work and said the donations were from June, 2009 through February, 2010. She said Fred Meyer was also holding a Back to School promotion that donated to education as well.

Ms. Allen called Melanie Delashmut and Jamie Campion from the Pocatello Teacher's Credit Union to the front. Ms. Delashmut said they were there to present a grant to one of the teachers. She asked Mr. Mike Roberts to come to the front. She said Mr. Roberts was a 6<sup>th</sup> grade Math and English teacher at Franklin Middle School. She said his grant would be used to purchase a projector for his classroom. She said in his application he wrote that in today's educational environment technology held the key to making a difference. He said visual learning was more and more important as the classroom had to compete with video games and media. He said the new technology would help to keep up with the current demands of students. Ms. Delashmut said she was proud to present the grant to Mr. Roberts.

**c. Public Comment on Items Not on Agenda**

There was no public comment on items not on the agenda at the time of the meeting.

**REPORTS/PUBLIC HEARING/ACTION**

**a. Report on Standing Committees for 2009-10**

There were no standing committee reports at the time of the meeting.

Budget Committee  
CIP Committee  
Curriculum Committee

**2009-2010**

John Sargent

Frank Rash

Janie Gebhardt/Jackie Cranor

District Leadership Council  
 Education Foundation (Vice Chair is Designated Representative)  
 Head Start  
 Insurance/Wellness Comm.  
 Insurance Representation Selection  
 Judge Murray's Juvenile Advisory Committee  
 Local Issues-Chamber of Commerce  
 Long Range Facility Planning  
 PTA Regional Council Meetings  
 (Meetings are in the Board Room at 7:00 p.m.)

Marianne Donnelly/John Sargent
Janie Gebhardt
Jackie Cranor
Marianne Donnelly/Frank Rash
John Sargent
Janie Gebhardt
John Sargent
Frank Rash
<b>Board Rotation</b>
December 3, 2009
March 4, 2010
May 6, 2010
John Sargent
Marianne Donnelly
Jackie Cranor
Jackie Cranor
Janie Gebhardt/Frank Rash

Pocatello Community Charter School Liaison  
 Safe and Drug Free Schools Advisory Committee  
 Safety Committee  
 Instructional Technology Committee  
 Textbook Adoption

**b. Community Education Annual Report for 2009-10 – Ms. Allen**

Ms. Allen said in the packet was the annual Community Education report. She said the report was prepared by Andrew Bell who unfortunately was no longer with the District. She said the report was based on budgeted dollar amount vs. the actual amount spent. She said the overall program revenue was down slightly. She said the winter revenue was up about \$2,000 and the spring about \$3,000. She said some of the increase was due to the move of the after school strings program. She said total revenue for the program was \$38,694.80. and the total expenses were \$41,997.00. She said the expenses included salaries, professional services, publicity/advertising, transportation and supplies. She said the net cost to the District's general fund was \$3,285.93. She said the Community Education Program started in the 1970s and was eliminated for the coming school year due to budget reductions. She said the District worked to move the program towards being self sustaining but could not get it there entirely. She said the report would be the final report for the year and if financial conditions improved the District would readdress the program at a later date.

**c. PCCS Program Audit – Dr. Mortensen**

Chair Donnelly said the PCCS program audit was reviewed annually. Dr. Mortensen said the audit was conducted in February. She said the report was put together by the audit team and Dean Martin would present it at the July 20, 2010 Regular Board Meeting. She said the Board would be able to ask questions and request any clarification at that time. Ms. Vagner said following the presentation in July a management letter would be written and presented to the Board at the August 17, 2010 Board Meeting. She noted that the District responded to a letter from the State Department of Education requesting verification that the District was in compliance with its responsibilities for PCCS. She said the Board would be receiving a copy. She said Dean Martin was notified of an upcoming meeting with the District's administration to review the close of 2009-10 budget and the 2010-11 budget that would be held prior to July, 20 2010 Board Meeting.

**d. New or Increased Fees Proposed at the May 18, 2010 Regular Board Meeting for Consideration and Hearing for Adoption June 15, 2010**

Mr. Devine said as the District approached balancing the budget the administration concluded that fees would need to be imposed to offset the impact to the budget. He said there were a number of increased fees proposed for regular and specialty elective classes. He said there was no budget to provide the elective courses. He said all of the proposed fees and fee increases were in line with Districts comparable to one this size. He asked if the Board had any questions or needed any explanation on the fees. Ms. Vagner noted the helmet

reconditioning fee was removed and would be presented later as a helmet reconditioning and replacement fee. Mr. Devine thanked her for the clarification. Ms. Gebhardt noted the parking fees could be more.

**e. Recess Regular Board Meeting and Convene Public Hearing on New or Increased Fees Proposed on May 18, 2010**

**i. Call for Public Hearing to Solicit Public Comment on the New or Increased Fees Proposed on May 18, 2010**

The Board Chair called for public comment relative to the new or increased fee proposals. Mr. John Bulger from the Idaho State Journal asked the Board if it would read list of fees for the public. Mr. Devine read the proposed fee increases out loud for the public. He said some of the fee increases were for elective fees such as getting a student's name embossed on the yearbook. He said increased locker fees were to repair or replace damaged lockers. He said the parking fee paid for the miscellaneous costs. He said the uniform rental fees were for elite group performances. He said there was one new fee which was a graduation fee for the use of Holt Arena to eliminate the District's obligation for the cost of the use of the building. There was no public comment on fee increases at the time of the meeting.

**ii. Close Public Hearing and Reconvene Regular Board Meeting**

Chair Donnelly closed the public hearing and reconvened the Regular Board Meeting.

**iii. Topic: Adopt the New or Increased Fees Proposed on May 18, 2010**

**Policy Issue:** Board adopts new fees and fee increases.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board adopt the new or increased fees proposed on May 18, 2010 as set forth in the enclosed Resolution as if read into the minutes.

**Board Action/Direction:** A motion was made by Ms. Gebhardt and seconded by Mr. Sargent that:

**WHEREAS**, on May 18, 2010 the Board of Trustees of Pocatello/Chubbuck School District No. 25, Bannock County held discussion during its regular Board of Trustees Meeting to consider the merits of increasing current annual fees and introducing two new student activity fees.

**WHEREAS**, motion was duly made by Trustee Janie Gebhardt and seconded by Trustee Frank Rash authorizing a hearing to take place after proper publication of notice as required by Idaho Code 63-1311A.

**WHEREAS**, in accordance with Idaho Code 63-1311A, a notice of hearing was duly published once each week for the two weeks preceding the week during which the hearing required was held. This notice was published in the Idaho State Journal on June 1 and 8, 2010. A copy of the notice is attached and by this reference becomes a part hereof.

**WHEREAS**, in accordance with Idaho Code 63-1311A a public hearing was held on June 15, 2010. Upon motion was duly made by Trustee Janie Gebhardt and seconded by Trustee John Sargent the Pocatello/Chubbuck School District No. 25, Bannock County, Board of Trustees approved increasing current annual fees and the new fees as listed on the attached notice.

**FURTHER**, the Board of Trustees of Pocatello/Chubbuck School District No. 25, Bannock County, appoints the Director of Secondary Education, Bob Devine, as the duly authorized representative in this connection to act as the agent for said Board to make sure that the fee increase is incorporated in to the fee schedule for the 2010-2011 school year.

**IT IS HEREBY RESOLVED** this 15<sup>th</sup> day of June 2010 and executed under official seal approving above-described fee increase.

The voting was unanimous in the affirmative.

**f. Presentation of Proposed Revenue and Expenditure Budgets for 2010-11**

Mr. Reed said this had been the most difficult year to balance the budget due to revenue reductions and the economy of the state. He said the process had taken six months but the administration was able to bring a balanced budget to the Board. Mr. Reed reviewed a breakdown of the general fund. He said there were changes because of revenue reductions and the discontinuance of ARRA funds. He said ARRA funds covered Title I and Title VI B Special Education programs and expenses. He said the ARRA funds would be available until FY 2011. He said all other funds were local, state or federal. He said there were 29 independent funding accounts in the District's accounting system. He said there were 60-70 grants to track within those accounts. He said the Food Services Department and the Print Shop were self sustaining. He said the Food Services Department had a healthy fund balance and the District had been able to replace tables and equipment due to the prudent managing of those funds. He said the Summer Feeding Program was currently being operated and was also self sustaining. He said levies, bonds and the School Plant Facilities Levy all fell under local funds. He said Professional Technical Education fell under federal funds. He said Driver's Education, Technology and Substance Abuse Programs were all funded by the state. He said another individual source of funding was the VEBA trust account. He said there was no allocation for the upcoming school year because there was a decrease in insurance premiums. Ms. Gebhardt asked if the upcoming levy fell into any of those categories. Mr. Reed said the Supplemental Levy was local funding and would go into the general fund. He said overall revenue numbers were down. He said there were significant reductions and some funds had been eliminated all together. He said the funds for Technology and Substance Abuse Programs were eliminated for the upcoming school year. He said the District was allotted \$2 million in ARRA funds and had \$400,000 to carryover for the upcoming school year after which the funds would no longer be available. He said all of the programs that were paid for with ARRA funds would come out of the District's general fund when they were no longer available. He said an important part of the budget for last year was not shifting essential programs into ARRA funds because they would have had to come back into the general fund the following year. He said other Districts had used ARRA funds to pay for essential programs and were now stuck with figuring out how to continue paying for the programs. Mr. Smart said the general fund was the largest portion of the District's budget. He said it was 72% of the total expenditures for the following year. He said all of the other fund accounts were restricted to certain expenses and the general fund paid for everything else. He said the general fund budget was available to the public on the District's website. He said the budget was broken down by function, revenues, expenditure, salaries and benefits. He said it was in the format required by the state. He said revenues were down \$5 million overall which was a sizeable decrease. He said the proposed budget addressed a holdback in the expenditure section but did not address one in the revenue portion. He said the District would set aside \$2.9 million in anticipation of a holdback and if one materialized it would redistribute a percentage of the money to employees. Ms. Cranor asked if the unappropriated fund balance was usually kept at 5%. Mr. Smart said the unappropriated general fund balance was usually kept at 4% with a 1% general fund contingency account. He said the over the last few years the M&O fund was eliminated and the District was now reliant on local, state and federal funds. He said the state provided over 80% of the District's budget and when the state made reductions to funding it put Districts in very difficult positions. He said 85.26% of the general fund went towards salaries and benefits with the rest going towards purchased services and supplies. He said the bulk of state funding was based on enrollment. He said over a thirteen year period enrollment had declined and bottomed out at just over 11,000. He said during that period of time staff reductions were made. He said he anticipated growth in the foreseeable future. He said projections had been accurate over the last several years and growth was managed well. He said the big unknown for the upcoming school year was Kindergarten enrollment. He said the District anticipated having 975 kindergartners but it was always hard to predict. Mr. Reed said the middle schools were very crowded. He said Franklin and Hawthorne in particular had very little room. He said as enrollment continued to increase the District would have to consider a fourth middle school. He said enrollment was one of the things the administration had to consider as it made facility decisions. Mr. Smart said enrollment drove funding from the state. He said in the last year the District had some ADA challenges due to the H1N1 virus. He said the salary apportionment from the state was based on the best 28 weeks of ADA in the District. He said the District was able to submit waivers for the bad weeks of ADA due to H1N1 and expected to have around 590 units for the upcoming

school year. He said the District was able to hire teachers based on the number of units. He said the value of the salary apportionment changed as the experience of staff changed. He said funding for payroll and minimum salaries was stated in Idaho Code. He said there would be no movement allowed down on the salary schedule for this year or the next. He said there was also no movement across this next year. He said it had a negative impact on the index which would reduce state funding. He said discretionary funds were not able to be used for certain expenditures and some of it had to be used for things like utilities. Ms. Cranor asked how no movement would negatively impact the salary apportionment. Mr. Smart said an example was a beginning teacher being valued at 1.0 while a teacher with a master's degree was valued at 2. He said if you add the two values it would equal 1.5 on the index scale. He said as the index went up the value went up and if there was a freeze on the value and the District lost experienced teachers the index would go down. He said the decrease in discretionary funding was 14.4%. Mr. Reed said discretionary funding was the only money the District received to cover inflation and cost increases and to take a 14.4% reduction was devastating. He said the District did not have any other means to cover cost increases or inflation with a flat Supplemental Levy. He said it was detrimental to programs because there was no way to offset the increases other than cutting or reducing programs. Mr. Smart said the state lowered its minimum salary and the District did not go as low as the state. Mr. Rash asked how much the District's minimum salary was above the state. Mr. Smart said it was about \$800 more. He said since FY 2009 the base salary decrease from the state equate to a 5.5% decrease to certificated salaries, 10.5% to administrators and 4.5 to classified on the District's salary schedule. He said the discretionary funds supported every portion of the budget so having it reduced by 14.4% meant every budget would be affected including salaries. He said the District's expenditures outweigh the revenues. He said the administration had frozen one-time funds in anticipation of holdbacks that would offset the impact to the general fund but would not have them again if further holdbacks occurred. He said the one piece of good news was the District would not have an increase in insurance premiums. He said the District had to make drastic reductions and had to eliminate around 20 FTE. He said the District had moved to an all day every other day Kindergarten program to reduce costs. He said textbooks had been eliminated. He said the District would no longer be able to support SROs and would ask the city to support the SRO budget. He said the District had made around \$400,000 in other miscellaneous reductions. He said Safe and Drug Free Schools and technology money had also been eliminated. He said the District would hire 4 more certified FTEs because if it did not hire them it would lose the funding. He said the reserves would be kept at 1% and the unappropriated fund balance would have to go below the 4%. He said an escrow was created to accommodate a 5.5% holdback. He said the Supplemental Levy would be critical in balancing the budget. He said the District was thankful to the taxpayers for approving levies and bonds. He said the District anticipated running at least \$6 million levy that would support salaries. He said Bonds helped pay for new buildings like Century High School and for renovations on buildings like Pocatello High School. Mr. Smart said the budget report covered all of the District's expenses in detail and was available on the website. Mr. Rash asked what about state tax collections for May. Mr. Smart said he had not heard anything for fact. Mr. Reed said the only thing he had heard was that numbers were up overall but had not heard the amounts in any specific category. Ms. Cranor said the school lunch duties line item was increased from \$25,000 to \$50,000. She questioned the increase. Mr. Smart said there were certain duties the District was required to provide through the negotiated agreement. He said the District tried to stay consistent in how teachers were paid for lunch duties

**g. Recess Regular Board Meeting and Convene Public Hearing on 2010-11 Pocatello/Chubbuck School District No. 25 Proposed Revenues and Expenditure Budgets**

**i. Call for Public Hearing to Solicit Public Comment on the 2010-11 Pocatello/Chubbuck School District No. 25 Proposed Revenue and Expenditure Budgets**

The Board Chair called for public comment relative to the 2010-11 Pocatello/Chubbuck School District No. 25 Proposed Budgets and outlined the protocol for public comment. Mrs. Donnelly recessed the regular board meeting and convened the public hearing.

**Eric D'Amico – 5120 Mahogany Drive, Pocatello, ID 83204**

Mr. D'Amico said he looked up budget numbers on the website. He said he respected teacher and the District's employees. He said felt the teachers had bargained in good faith. He said the teachers must have deserved the contracts they received as they still worked for the District. He asked if the District's teachers were overpaid by national standards and said no they weren't. He asked if the District's teachers were overpaid by state standards and said yes. He said if the teachers were not doing their jobs then the District should have gotten rid of them. He said in the last five years nothing had been more heinous than the reduction of teacher salaries while also increasing fees for things students did not need. He asked the administration if they asked seniors if they should keep Holt Arena for graduation and cut teacher salaries. He said the administration did not ask them but did it anyway. He said football did not have to be played at night. He said the District chose to make cuts on the backs of its employees. He said it affected teacher aides, bus drivers and teachers which hurt his son. He said his son had to compete for jobs and scholarships, based on what he was taught by his teachers. He said increasing fees for things students did not need was not what made his son competitive. He said he would rather cut his son's chance of winning the Super Bowl than cut his chance of winning the Nobel Prize. He said the District had ruined his son's chances. He said there was nothing that could be done this year but the advisors for the Board said it would not be any better next year. He said it probably wouldn't be but the Board had a chance and a choice for next year. He asked the Board to think about his son, students, bus drivers and aides. He said the District was not a business although it got what it paid for and the best and brightest would now leave. He said that was his son's education leaving. He said the responsibility for the choices was the Board's, not Boise's. He asked the Board to change their choices next year.

**Shelley Allen – 61 Cedar Hills Drive, Pocatello, ID 83204**

Ms. Allen said she was speaking on behalf of Marian Stoddart. She said Ms. Stoddart had recently undergone surgery but wanted to let the Board know she was very concerned about the budget. She said she hoped the Board would be fair with salary reductions. She said she could live with a salary reduction but not a reduction in hours on top of a salary reduction. She said it would be more than she could budget for. She thanked the Board for their fairness when setting salary reductions.

**Janelle Armstrong – 163 Fairmont Avenue, Pocatello, ID 83201**

Ms. Armstrong said the past two months had been torturous. She said the wounds were deep and the trust had been compromised. She said she wanted to let the classified staff know that she supported and valued them. She said teachers need the classified staff in the classrooms, lunch rooms and on the buses. She said teachers would not be there if not for the classified staff. She said she wanted to talk about some events that had occurred. She said last year employees took a 1% salary reduction on the promise that it would not happen again. She said the Board told employees to trust them and a resolution would be found through negotiations. She said none of these promises came true. She said she was at the Due Process hearings and teachers and administrators presented a strong case. She said the Board making the decision it did said an employee's input was unimportant and invalid. She said she was particularly upset that the Board would not even admit the PEA's findings into evidence. She said she did not know what else they could have done. She said employees had come to the Board with suggestions. She said anyone that did not agree could go back to the minutes and look at all of the suggestions that were offered. She said in the end their efforts were fruitless. She appealed to the Board to start right now to rebuild relationships. She asked them to take a hard look at equal pay cuts. She said an even percentage across the Board did not mean equal. She said the ability to pay for the same item was the issue. She asked the Board to keep the administrative pay cuts at 6.91% and give no pay cuts to the classified staff. She said she was not trying to say the administrative staff did not deserve their salary but the absorption rate for a higher pay cut was easier for them. She said the classified staff had already been reduced in hours and positions and should not be hurt anymore. She said children could not be prepared for the future without the classified staff. She said employees needed to know that the Board cared about them. She said the time to let them know was right now. She asked the

Board if they would let employees know they cared or if they would disappoint them again. She said now was the time to repair relationships.

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

Mr. Davis said it was particularly ironic that Ruth Millward was recognized earlier that evening. He said she worked at Alameda when he arrived in the District. He said her performance was not unique to Pocatello High School and that was just the way she worked. He said of all of the things that had happened in the previous months what had been done to the classified staff was the saddest. He said Ms. Millward was not unique and there were many like her. He said they kept the rooms clean and helped teachers do their work and made sure children got their lunches and kept records. He said teachers counted on them to do their jobs. He said the classified staff was the lowest paid and the least respected. He said there were teachers that made \$30,000 per year and were struggling with a pay cut. He said to suggest a pay cut for any classified staff making less than \$30,000 per year would be an injustice, especially if they had already had their hours reduced. He said the classified staff were good and decent people and needed to feed their kids and pay their mortgages. He said they did not get the respect they deserved. He asked the Board to reconsider giving the classified staff a pay cut if they made less than \$30,000 per year.

**Marci Dawn – 624 W. Greeley Street, Pocatello, ID 83204**

Ms. Dawn said she heard about the proposed pay cuts and wrote the Board a letter. She said she wanted to fill the Board in on a day in the life of a bus driver. She asked the Board not to get her wrong and said they love their jobs. She said bus drivers work hard to make sure they are fulfilling their duties. She said she worked with amazing people. She said there was not a more dedicated group of people than bus drivers. She said they were a family. She said all of the students were like their own kids. She said bus drivers were out in sub-zero weather and did not get to walk in to a warm bus. She said bus drivers had to control the bus and know how to be a defensive driver. She said bus drivers had to handle students, parents, bad roads and wildlife. She said bus drivers were the first to greet kids in the morning and the last to see them go. She said bus drivers know a student's family situation. She said most bus routes had 60+ students on a bus at once and the drivers have their backs to them. She said bus drivers were sometimes bitten, hit and thrown up on. She said bus drivers put their lives on the line to make sure kids were delivered safely to school and home. She said if a student needed breakfast the bus driver would make sure they had it. She said several years ago one Board member said that if employees did not like the situation they could go work at Wal-Mart. She said she knew not all bus drivers had degrees but they had experience. She said bus drivers had to be fingerprinted, background checked and drug tested. She said with everything going on she had not heard one story about a bus driver and they were losing their salaries and their benefits. She said she had worked years to get the hours she had and it was devastating. She asked how they were supposed to pay bills. She said if the Board cut the classified staff's salaries and took away their hours it would bleed them dry. She said when someone with a lower salary was reduced there was less to live on. She said she had been driving bus for the District for 14 years. She said she knew the Board member's minds were made up but wanted to let them know the bus driver's point of view and that pay cuts would be devastating.

ii. **Close Public Hearing and Reconvene Regular Board Meeting**

The Board Chair closed the public hearing and reconvened the Regular Board Meeting to take action.

iii. **Topic: Adopt the 2010-11 Pocatello/Chubbuck School District No. 25 Proposed Revenue and Expenditure Budgets**

**Policy Issue:** Board adopts budgets.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board adopt the 2010-11 Pocatello/Chubbuck School District No. 25 Revenue and Expenditure Budgets, certify the levies, and authorize appropriations as set forth in the enclosed Resolution as if read into the minutes.

**Board Action/Direction:** A motion was made by Ms. Gebhardt and seconded by Mr. Rash that:

**WHEREAS**, the Board of Trustees of School District No. 25, Bannock County, Idaho scheduled a meeting for the adoption of the budget for the fiscal year 2010-2011.

**NOW THEREFORE**, be it resolved by the Board of Trustees of School District No. 25, Bannock County, Idaho, as follows:

**BE IT RESOLVED** that the Board of Trustees of School District No. 25, Bannock County, Idaho, hereby adopts the budget as reviewed and presented in a budget hearing held on June 15, 2010, said budget being advertised in accordance with Idaho Code, Section 33-801."

**FURTHER BE IT RESOLVED** that appropriations for the 2010-2011 fiscal year are hereby authorized beginning July 1, 2010, and the levies, as set forth in the budget are hereby established.

The voting was unanimous in the affirmative.

**CURRICULUM AND INSTRUCTION** – Information – Mr. Wegner, Dr. Mortensen, Mr. Devine

**a. Homeless Data 2009-10** – Mr. Wegner

Mr. Wegner said included in the packet was homeless data for 2009-10. He said the data was broken down by school and grade level. He said it was second year data which the administration would continue to track on an annual basis. He said the services for homeless students continued to grow. Ms. Donnelly asked if the numbers were consistent. Mr. Wegner said the numbers were throughout the year and not necessarily all year. Ms. Donnelly asked what "more than one family" meant. Ms. Vagner said it referred to students who lived between more than one household.

**b. DDRC and Expulsion Data 2008-09 vs. 2009-10** – Mr. Wegner

Mr. Wegner said the data summarized the expulsions and DDRCs for the year. He said the data was by school and showed the percentages of DDRCs and expulsions and the types of violations.

**c. Police Patrols for Summer Feeding Program** – Mr. Wegner

Mr. Wegner said the Police Department provided extra attention to the safety of the children during the summer feeding program in the parks.

**d. Special Education Status and Disproportionality Status Update** – Ms. Steenrod

Ms. Steenrod said the included in the packet was the annual determination level for disproportionality. She said the District's status was determined by the State Department of Education. She said for the 2008-09 school year the District received a "Needs Assistance" status. She said Districts were rated on six factors and the District received a less than perfect score in two categories which dropped the status from "Meets Requirements" to "Needs Assistance". She said the two categories that received lower scores were disproportionality and accurate and timely data. She said the goal for next year was to improve the status by having schools provide the reports to the District for submission to the state. She said it would still leave the issue of disproportionality. She said there was some good news regarding the information that was submitted. She said the District received communication from Jean Taylor saying that after the information was reviewed in light of the work that was being done with interventions and progress monitoring there would be no requirement to set aside 15% of the budget. Ms. Steenrod said she was confident the District's determination would be back to "Meets Requirements" by the next school year.

**e. June TIA Working Conference Update** – Mr. Wegner

Mr. Wegner said the TIA Conference was June 7 – 11, 2010 at ISU. He said there were over 300 teachers representing about 20 School Districts. He said half of the teachers were from the Pocatello/Chubbuck School District. He said Dell Tech provided laptops and projectors for the conference. He said the Dell Global Professional Learning Manager presented how information was changing the learning environment. He said teachers refined their TIA documents for SIOP and language assessments. He said K-5 teachers began developing their learning target assessments which would be field tested for the next school year. He said task analysis and central vocabulary were completed for each objective. He said resources were identified. He said stakeholders from the SDE, ISU College of Education and ISU faculty were there for portions of the conference. He said Ms. Vagner, Dr. Mortensen and Lisa Carter concluded with an administrative TIA training

presentation. He said following the presentation there were District specific meetings and meetings with administrators. He said it was a successful week and there was a lot of positive feedback from teachers and administrators. He said Stan Adona was there to document the conference and would compile the information to share with the District. He said he was excited about the work that was accomplished and said it was invigorating to see the synergy and collaborative efforts of everyone involved.

**f. SDE Weekly Assessment Updates – Mr. Wegner**

Mr. Wegner said the District received weekly email updates pertinent to assessment data. He said the District was notified that the June 21, 2010 preliminary AYP data would be available shortly and final AYP data would be released July 30, 2010 but was subject to delays depending on changes to the ISAT-Alt. Assessments. He said it was a new system for special education students that qualified for an alternate assessment rather than the regular ISATs. He said if the ISAT Alt. Assessments affected the data it could be delayed until November 30, 2010. He said the District would know by July 30, 2010 if AYP data would be delayed. He said the DMA and DWA and winter IRI would be eliminated. He said there was no winter ISAT retesting available for grades 11 and 12. He said they would be rescheduled later in the fall.

**g. Any Other Curriculum/PLCs/TIA/Beliefs Update - Mr. Wegner**

Mr. Wegner had no further curriculum updates at the time of the meeting.

**h. Title 1 Parent Support Project 2009-10 – Dr. Mortensen**

Dr. Mortensen said the parent support project was a new program that was funded by Title I. She said an executive summary of the classes held in 2009-10 was included in the packet. She said the average class attendance was around 16. She said included in the summary was a survey of the parents that finished the class. She said most parents rated the usefulness of the course at 4.8 out of 5. She said the instructors were rated at 4.7 out of 5. She said most parents said it was a quality course and they appreciated the help. She said a majority of parents enjoyed the video presentation and discussion portion of the course. She said the survey results showed that the parenting classes helped improve family relationships and communication with children. She said she was pleased with the results and the feedback. She said the courses would continue to be improved and would be available for the upcoming school year. Ms. Donnelly said the strong response was encouraging. Dr. Mortensen said teachers and counselors helped develop the courses and delivered the training.

**i. Field Trip Committee Recommendations and Proposed Fee – Dr. Mortensen**

Dr. Mortensen said a summary of the field trip committee recommendations was included in the packet. She said there were five parents, three principals and herself on the committee. She said the guiding rules were set for decision making. She said field trips were required to supplement and enrich student education. She said equity was to be maintained and the system was to be kept simple so everyone could understand. She said teacher choice would be maintained and would have discretion to decide the field trip. She said some limits were needed. She said the committee identified potential funding sources. She said one source was to assess a fee to cover transportation costs. She said each school could fund through the school's activity fund. She said school activity funds could be used at the discretion of the principal. She said there were outside sources interested in helping with grants and sponsored field trips. She said sponsored field trips would be for an entire grade level across the District. She said the committee had two meetings and the recommendations were listed in the summary. She said the first recommendation was to only allow one field trip to be funded by fees. She said only a total of three field trips would be allowed per class whether funded through fees, school activity funds or outside sources. She said principals and PTA members would be responsible to communicate the available funding and to build a process for field trip approval at the building level. She said no student was to be excluded because of an inability to pay. She said it would become the responsibility of school to ensure that no student was excluded. She said the goal was to have two sponsored trips for each grade level. She said there would be no limit on the number of walking field trips a classroom could take but would be at the discretion of principal. Ms. Cranor asked if the sponsored trips counted against the three field trips allowed. Dr. Mortensen said they did and noted it was more field trips than the District allowed in the past. She said there were parents that really wanted the opportunities to be available and the committee came to consensus.

- j. 2010-11 Adjusted School Calendar and the Adjusted Kindergarten Calendar – Dr. Mortensen**  
 Dr. Mortensen said Mr. Bill Davis, Penny Hancock, Mr. Kent Hobbs, Mr. Bob Devine and herself worked on the calendar. She said the calendar included 168 student cont  
 act days, 5 paid holidays, 9.5 furlough days and 7.5 designated teacher days. She said the designated teacher days consisted of 1 orientation day, 1 preparation day 2.5 record days and 3 professional development days. She said in the past teachers only had 2 record days which had caused problems with having enough time due to the trimester system. She said the three professional development days were spread out over the three trimesters. She said after removing teacher days, 168 student days were left. She said another new aspect was that every Monday would be an early release for PLCs and conference collaboration for K-8 and professional development. She said overall there were four less student days than last year, two less professional development days and no parent teacher conference days. She said the calendar still met the minimum instructional minutes required with the exception of the High Schools. She said an additional 6 minutes per day would be added to each of the High Schools. She said two minutes would be added to the 1<sup>st</sup> period and 1 minute per period for the rest of the day to meet instructional requirements. She said transportation would not be impacted by the change. Ms. Cranor asked if school started on the 2<sup>nd</sup> of September for all students. Dr. Mortensen said it did on September 2, 2010 which was a Thursday and noted that teachers really liked starting on a Thursday. She said another positive with starting school two weeks later was that classrooms would be cooler. She said the District had been able to maintain the two week winter break and a week for spring break. She said teachers liked having a record day before spring break to regroup and were able to do that. She said reducing the student days to 168 split the trimesters equally at 56 days each. She said the committee had tried to split the trimester equally in the past and was unable to until this point. Ms. Gebhardt asked if High School Graduation was on the calendar. Dr. Mortensen said it was the day before the record day and that it could be recorded on the calendar. Ms. Cranor asked if starting school two weeks later would save the District money. Ms. Vagner said it would save a minimal amount in utilities. Dr. Mortensen said with the change to an alternating full day Kindergarten program instructional requirements could not be met with a Tuesday/Thursday and alternating Friday schedule. She said the recommendation was to change the schedule to a Tuesday/Thursday and Wednesday/Friday with alternating Mondays. She said Marty Coburn who taught at Indian Hills had worked in that kind of environment before and knew that teachers needed equal two week blocks to keep lessons close together. She said with a few adjustments to the schedule there were 66 regular days for Wednesday/Friday and 18 Mondays and 70 regular days for Tuesday/Thursday and 14 Mondays. She said if the Board approved the calendar letters would be sent out to registered students' parents that clearly marked the scheduled days. Ms. Cranor noted the number of Mondays for each group was not consistent. Dr. Mortensen said it was as close as the committee could get them to keep each group in two week blocks. She said the calendars met instructional minutes for all groups and families needed to be notified as soon as possible. She said registration for grades 1 – 12 had been moved.
- k. Kindergarten Registration – Dr. Mortensen**  
 Dr. Mortensen said the current Kindergarten count was at 944. Ms. Donnelly noted the number was around 200 over the average. Dr. Mortensen agreed and said if the numbers remained constant Kindergarten could expect overloads at Chubbuck, Ellis, Edahow, Greenacres, Tendoy and Washington.
- l. Dixie State College of Utah Student Teacher Intern – Dr. Mortensen**  
 Dr. Mortensen said the Dixie State student teacher intern would be working with Amy Mann at Ellis. She said they were excited to have her.
- m. Any Other Elementary Education/PLCs/TIA/Beliefs Update – Dr. Mortensen**  
 Dr. Mortensen said the District was holding training for teachers and Principals at Century High School. She said the training was provided by Safe and Civil Schools. She said a national trainer would work with them on behavior interventions and protocols. She said she would report on the outcome later.
- n. Middle School Promotion and Credit Recovery Report 2009-10 – Mr. Devine**  
 Mr. Devine said the credit recovery results were excellent. He said the teachers and counselors were doing a great job. He said it was good to see students taking advantage of the credit recovery program after the new promotion policy was put into place. He said there were 168 students that were at risk. He said final numbers by subject were included in the packet. He said there were about 30 students that did not meet requirements and would have to take

summer school. He said about half of those students were signed up for summer school. He said school staff believes the policy is making a difference with parent involvement and student effort. He said some of the students attending summer school had issues with organization and study skills.

**o. PLATO Credit Recovery 2009-10 – Mr. Devine**

Mr. Devine said PLATO was making a positive difference in the number of dropouts and graduations. He said Pocatello High School students had made amazing strides with PLATO. He said PLATO was a large part of RtI. Mr. Sargent asked if Pocatello High School had recovered 147 credits. Mr. Devine said they had. He said Pocatello High School had shifted teachers into credit recovery which worked well for them.

**p. Irving Restructuring Application Status – Mr. Devine**

Mr. Devine said Irving was at a point of not meeting AYP for a long period and had applied for new school status with the State Department of Education. He said there was no model to follow and Irving had submitted too much information to the state. He said the SDE instructed Irving to simplify its application and resend it. Mr. Devine said the administration was proud of all of the work Irving had done and would report back on the status of the resubmission.

**q. Extra-Curricular Program Reduction Update and Proposed Fee Increases – Mr. Devine**

Mr. Devine said he wanted to make sure it was clear that the District was eliminating its cost for Holt Arena. He said it was a savings of \$70,000. He said ACCIPs would be eliminated and coaches would assume the work the ACCIPs had been doing. He said the football equipment budget had been shifted to the players. He said fundraising would be necessary to pay for new items that had come out of the District's equipment budget previously. He said fees had been shifted to the schools. He said one assistant coach would be eliminated per school. He said the use of charter buses would be eliminated. He said District funded middle school return activity trips were being eliminated. Ms. Cranor asked if schools would pay the fees for Holt Arena. Mr. Devine said they would be paid from various sources. Ms. Cranor confirmed there was no cost to the general fund for the Holt Arena. Mr. Devine said that was correct. Mr. Devine said all of the projections were under the assumption that participation and attendance would remain even. He said the participation fee schedule would be increased to \$95 from \$60 and a second activity would go from \$30 to \$80 and a third activity would go from \$0 to \$65. He said he did not anticipate many students participating in a third activity. Ms. Cranor asked if the fees applied to sports only. Mr. Devine said no, the fees applied to all extra-curricular activities. Mr. Devine said there would be an additional fee for helmet reconditioning and replacement for football. He said middle schools would also have participation fees. He said High Schools would see a reduction in Holt revenue from about \$20,000 to \$18,000. He said ISU would reduce fees by \$500 for each home game and would allow the District to use its own ticket takers. He said there would be one game per year that would be difficult to not open the south side entrance which was the Highland/Pocatello home game. He said all other games would only need one side open which would save money. Mr. Rash asked when the public hearing for the proposed fees was to be set. Mr. Devine said it was at the next month's Regular Board meeting.

**r. PTE Curriculum Integration Conference – Mr. Devine**

He said the District would be the host site for the PTE Curriculum Integration Regional Conference. He said the purpose of the conference was to help teachers find ways for PTE to support student skills in other classes. He said it would build a stronger bond between PTE and regular classes. He said PTE helped students relate their class work to a career.

**s. Field Trip Recommendations – Secondary – Mr. Devine**

Mr. Devine said secondary principals met to discuss field trips. He said the principals were in agreement that clubs and student groups could self fund for workshops and competitions. He said the Middle School would be allowed to self fund the ski field trips. He said grants would be allowed to fund curriculum related field trips at no cost to the District. He said some parents would provide private transportation. He said some extra and co-curricular activities would be partially funded by the District. He said trips that did not meet the criteria would not be allowed. He said all other trips must request and pay in advance for District yellow buses per the District rate. He said end of year incentive trips for the middle schools would be allowed. He said the end of year trips were a big incentive for kids to show up and do well. Mr. Sargent asked if parents were involved in the field trip discussion or if it was only principals. Mr. Devine said only principals had been involved in the discussion, but field trip criteria was basically the same as in the past. He said the only parent input he had

received was relative to private transportation. He said he had not received any further parent input. Mr. Sargent suggested that if any further parent input was received to have parents meet with principals for discussion. Mr. Devine said he agreed. Ms. Vagner said there had been some push back earlier on the middle school ski trip which was able to be worked out. She said the positive behavior celebrations were heavily supported by parents. Mr. Devine said Pebble Creek provided scholarships for a lot of students for the ski trip.

**t. Out of District/Overnight Field Trip Requests – Mr. Devine**

Ms. Gebhardt said one of the forms said the money was going to the coach and asked if it was supposed to be going to the bursar. Mr. Devine said the money is supposed to go to the school and he would follow up with Pocatello High School to make sure payments were not going to the coach. Mr. Sargent asked if parents who were providing transportation for trips were required to have the District listed on their insurance. He said the District should not be okaying private transportation without the proper liability coverage. Mr. Devine said the District made sure the driver had insurance and a background check. Ms. Vagner said the business office would look into it and report back to the Board.

**u. Summer Camp Requests – Mr. Devine**

Mr. Devine said there were two (2) Summer Camp requests from Pocatello High School, one (1) from Century High School, and one (1) Camp request for all of the High Schools. He said all of the requests were in order with the exception of the form listing the coach as the money collector which would be looked into.

**v. Any Other Secondary Education/PLCs/TIA/Beliefs Update - Mr. Devine**

Mr. Devine said it was a busy summer. He said there were several secondary positions to fill. He said it was interesting to see the range of locations applications were coming in from. He said the administration was pleased with the pool of candidates.

**BUSINESS OPERATIONS (BUDGET, MAINTENANCE, TRANSPORTATION, FOOD SERVICE) – Information – Mr. Reed**

**a. Public Hearing Date to Adopt Increased Participation Fees, Set Helmet Reconditioning/Replacement Fee and Set Elementary Field Trip Fee**

Mr. Reed said included in the packet was information on the public hearing for increased fees and new fees to be set for July 20, 2010. He said the new fees included a helmet reconditioning and replacement fee and an elementary field trip fee.

**b. Summer Feeding Program Update**

Mr. Reed said the Food Service department was a couple of weeks into the summer feeding program. He said the program had a slow start due to the rain. He said some parks had covered areas and some did not. He said there were eight locations. He said over 3,000 meals were served the day before. He said the summer feeding program was federally funded. He said police patrols had been increased due to the large crowds.

**c. Erate Notice**

Mr. Reed said Erate was federal funding for internet and phone usage. He said Mr. Stevens submitted the application. He said it was an extensive and drawn out process. He said the money received went into the School Plant Facilities Levy for technology expenses. He said internet usage costs had increased.

**d. School Project Updates**

Mr. Reed said the heating and air conditioning projects at Franklin would complete the school's replacement of the systems. He said the footings and pylons for the elevator had been installed. He said the front office at Syringa Elementary was being remodeled to create visible access for the office staff. He said the media center would also be remodeled to create another classroom. He said the roofing at Greenacres Elementary was being replaced. He said restrooms and locker rooms were being redone at Irving Middle School and the track would be resurfaced. He said window installations were complete at Wilcox and installations were currently in progress at Chubbuck and Tyhee. He said new windows helped with energy conservation and noise issues.

**e. Award Bid**

He said the bid was for tile and mastic abatement. He said the project would include removing tile and glue mastic to make it possible to start new projects. Mr. Cranor asked why the Indian Hills bid was so large from Intermountain Construction. Mr. Reed said the other vendor had done similar projects and knew what it

entailed. He said Intermountain Construction may have thought the project was more labor intensive than it actually was. He said that was one of the reasons administration recommended rejecting previous bids.

**f. Proposed Building and Subdivisions (New Construction)**

Mr. Reed said there was not a lot of construction at the moment. He said there had been application requests submitted to the city and there were some tentative plans but nothing was currently being built. Ms. Vagner noted the development plan from Holy Spirit Catholic Community was only documentation from the city regarding the church's interest in pursuing plans to build. Mr. Reed said the building request was on the west bench.

**g. Any Other Business Operations Update**

Mr. Reed reviewed the Idaho General Fund Update and said numbers were still down overall. He said the state was still not meeting projections but may be moving in positive direction. He said the District was preparing for a financial audit and anticipated it would be completed by September and reported to the Board in October.

**EMPLOYEE SERVICES – Information – Mr. Smart**

**a. Infinite Campus Conversion Report**

Mr. Smart said the last conversion from SASI data was complete. He said there were some minor hiccups. He said one of the issues was converting the transcript data which had been resolved. He said a policy and procedure would need to be created to ensure transcripts were correct. He said cleaning up the data was a lot of work as all the scheduling had to be done in SASI and then converted. He said now that the conversion was complete SASI was read only and could not be updated. He said Infinite Campus training would take place through the summer and fall to prepare for the start of school.

**b. Any Other Employee Services Update**

Mr. Smart had no further employee services updates at the time of the meeting.

**HUMAN RESOURCES – Information – Dr. Howell**

**a. Monthly Human Resources Report**

Dr. Howell said the human resources activity since the last regular Board meeting was included in the report and the addendum. He said there were six retirees, five resignations and one leave of absence. He said the administration recommended a \$500 stipend be paid to all of the teachers that participated in the TIA conference. Ms. Cranor asked where the funds would come from. Dr. Howell said the stipends would be paid with TQ money.

**b. Reduction in Non-Certificated Classified Administrative Personnel Days and Compensation for 2010-11 and Take Action to Provide Notice per Attached List**

Dr. Howell said the Resolution included in the packet was relative to the reduction in days and compensation for non-certificated classified administrative personnel per the attached list.

**c. Reduction in Work Days and Compensation for 2010-11 for all Non-Administrative Classified Personnel per Attached List**

Dr. Howell said included in the packet was a Resolution for furlough days and subsequent reduction in compensation for classified non-administrative personnel. Ms. Cranor asked if classified personnel were being reduced by days only. Ms. Vagner said the District was able to reduce by days only to maintain the daily rate for all groups.

**d. Provide Notice to Temporary Classified Personnel who Provide Extra-Curricular Services Regarding Reduction in Compensation for Temporary Work and Elimination of Employment for Temporary Work in 2010-11**

Dr. Howell said the Resolution and list included in the packet were relative to the extra-curricular reductions that Mr. Devine had covered earlier in the meeting, such as the elimination of assistant coaches.

**e. Pay Rates for Substitute Teachers for 2010-11**

Dr. Howell said a memorandum setting pay rates for substitutes was included in the packet and was self explanatory.

**f. Adjust Salaries and Contract Terms Previously Reduced for Administrators, Non-Certificated Administrative Personnel and Superintendent in Accordance with Imposed Last Best Offer and Direct Amendment of Contracts Previously Issued per Attached List**

Dr. Howell said the Resolution included in the packet adjusted the previously reduced salaries to be in line with the current salary reductions.

**g. Any Other Human Resources Update**

Dr. Howell had no further human resources updates at the time of the meeting.

**SUPERINTENDENT REPORT – Information – Mrs. Vagner**

**a. School Match “What Parents Want” Honoree**

Ms. Vagner said the District received notice from the State Department of Education that the District had been included in the selection of School Match “What Parents Want” honorees. She said this was a stamp of approval for the District with regard to parent support.

**b. Notice from the State Department of Education Regarding ARRA Funds**

Ms. Vagner said the notice from the State Department of Education regarding ARRA funds had come as a surprise on June 8, 2010. She said the ARRA payment had been held up in May and the notice explained that payment would be held until the state submitted an amended plan as to how it would implement a longitudinal data system without further ARRA funding. She said the implementation of a longitudinal data system was supposed to be federally funded and the state was notified it now had 90 days to present how it would do this without federal support. She said in order to do this the state would have to present a teacher evaluation model and policy. She said the District would need to submit a principal evaluation model to the state by August, 2010. She said the state would begin collecting data on student outcomes and principal evaluations. She said the state would begin collecting data on teacher performance and statistical data and provide it to the public. She said the information had to be filed in March, 2011. She said the state would require student identification, enrollment, demographics, transfers in and out, dropout rates, post secondary student information, transcripts, completed courses and grades earned, all of which the District would have to provide. She noted that ACT was a graduation requirement but was not funded. She said the administration did not know what the workload would be. She said the state would be tracking student achievement to teachers for grades 3-10. She said it would compare individual teacher evaluations to ISAT scores and the number of students that graduated and enrolled in higher education. She said the deadline for providing the information was September, 2011. She said the state was creating a definition of persistently lowest achieving schools. She said schools that fall into the lowest 5% would require corrective action. She said the criteria was based on achievement and progress. She said the state had identified 13 schools that were in the lowest 5% but had not published the names. She said all of the new work was mandated because the state had received federal government stimulus money. She said the required information would affect workloads dramatically and some of the data being tracked was very invasive. Ms. Gebhardt said assigning student success to teacher success was very invasive. Ms. Vagner said the state was in for a new era.

**c. Calendar**

Ms. Vagner reviewed the calendar. She said Ms. Johnson would contact them next week with fall hearing schedules and the annual calendar. She said the administration was keeping track of Board availability through the summer and appreciated them keeping the administration up to date.

**Tuesday, June 15, 2010**

Executive Session/Personnel

Superintendent’s Office at the Education Service Center

4:30 p.m.

**Tuesday, June 15, 2010**

Regular Board Meeting/Budget Hearing/Adopt Budget

Board Room at the Education Service Center

5:30 p.m.

**Tuesday, July 20, 2010**

Regular Board Meeting/Reorganization  
Board Room at the Education Service Center  
5:30 p.m.

**Tuesday, August 17, 2010**

Regular Board Meeting  
Board Room at the Education Service Center  
5:30 p.m.

**PUBLIC COMMENT – Self Explanatory**

**a. Public Comment Pertinent to Agenda Action items**

There was no public comment pertinent to agenda action items at the time of the meeting.

**CONSENT AGENDA – Self Explanatory – Action – Mrs. Vagner**

**a. Topic: Approve Human Resource Activity**

**Policy Issue:** Board approves Human Resource Activity

**Background Information:** Included in the packet was documentation of the Human Resource Activity regarding certified employees since the May 18, 2010 Regular Board Meeting.

**Administrative Recommendation:** Administration recommended Board approve Human Resource Activity as presented.

**b. Topic: Authorize Payment of Claims**

**Policy Issue:** Board approves all Claims.

**Background Information:** Included in the packet were bills and invoices as of June 4, 2010 in the amount of \$1,193,410.05.

**Administrative Recommendation:** Administration recommended Board approve the bills and invoices as of June 4, 2010 in the amount of \$1,193,410.05.

**c. Topic: Approve Supplemental Financial Information from May 1, 2010 through May 31, 2010**

**Policy Issue:** Board acts on Financial Information.

**Background Information:** Included in the packet was supplemental financial information for the period of May 1, 2010 through May 31, 2010.

**Administrative Recommendation:** Administration recommended Board approve supplemental financial information from May 1, 2010 through May 31, 2010.

**d. Topic: Approve Dixie State College of Utah Student Teacher Intern for 2010-11**

**Policy Issue:** Board approves student teacher intern access in the schools.

**Background Information:** Included in the packet was the information on the Dixie State College of Utah Elementary Student Teacher Intern Placement for the fall 2010. This item was discussed previously on the agenda.

**Administrative Recommendation:** Administration recommended Board approve the Dixie State College of Utah Student Teacher Intern Placement for the fall 2010 as presented.

**Board Direction/Action on Consent Agenda:** A motion was made by Ms. Gebhardt and seconded by Ms. Cranor to approve the Consent Agenda as presented. The voting was unanimous in the affirmative.

**OLD BUSINESS – Information – Action – Mrs. Vagner**

**a. Topic: Adopt the Adjusted 2010-11 School Calendar and Adjusted 2010-11 Kindergarten Calendar**

**Policy Issue:** Board adopts District calendars.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board adopt the adjusted 2010-11 school calendar and the adjusted 2010-11 Kindergarten calendar as presented.

**Board Direction/Action:** A motion was made by Mr. Sargent and seconded by Ms. Gebhardt to adopt the adjusted 2010-11 school calendar and the adjusted 2010-11 Kindergarten calendar as presented. The voting was unanimous in the affirmative.

**b. Topic: *Approve Summer Camp Requests***

**Policy Issue:** Board approves summer camp requests.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board approve the summer camp requests as presented.

**Board Direction/Action:** A motion was made by Mr. Rash seconded by Ms. Gebhardt to approve the summer camp request on the condition that financial concerns were addressed. The voting was unanimous in the affirmative.

**c. Topic: *Award Bid***

**Policy Issue:** Board awards all bids.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board award the bid item as presented.

**Board Direction/Action:** A motion was made by Ms. Gebhardt and seconded by Mr. Rash to award the bid item as presented. The voting was unanimous in the affirmative.

**d. Topic: *Take Action on a Reduction in Non-Certificated Classified Administrative Personnel Days and Compensation for 2010-11 and to Provide Notice per Attached List***

**Policy Issue:** Board takes action on work days and compensation.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board reduce the non-certificated classified administrative personnel days and compensation for 2010-11 and provide notice per the attached list as presented.

**Board Direction/Action:** A motion was made by Ms. Gebhardt and seconded by Mr. Rash that:

**WHEREAS**, the Board of Trustees of the Pocatello/Chubbuck School District No. 25 will adopt a shortened school calendar commencing with the 2010-2011 school year, with such calendar no longer being 190 days in length but rather 180.5 days in length, which represents 180.5 work days for certificated staff;

**WHEREAS**, all classified employees' work year for 2010-11 shall be based on a school calendar of 180.5 certificated staff work days;

**WHEREAS**, the Board of Trustees for the Pocatello/Chubbuck School District No. 25 is equitably addressing all varying levels of employees with regard to potential negative impacts associated with the declared financial emergency for the 2010-11 school year and subsequent work day and compensation reductions;

**NOW THEREFORE BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 hereby directs a 4% reduction in Non-Certificated Classified Administrative Personnel work days and corresponding reduction in compensation for the 2010-2011 school year so as to coincide with the District's to be adopted revised school calendar per the attached list;

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 directs the Superintendent to notice such employees as to the 4% reduction in their work days and corresponding reduction in compensation for the 2010-2011 school year;

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 shall establish an escrow account for any potential holdback(s) to be enacted during the 2011 fiscal year which will provide for a non-recurring one-time graduated stipend based on a holdback or cumulative holdbacks ranging from 0%, 1%, or 2% for classified non-certificated administrative personnel.

The voting was unanimous in the affirmative.

e. **Topic:** *Take Action on a Reduction in Work Days and Compensation for 2010-11 for all Non-Administrative Classified Personnel per Attached List*

**Policy Issue:** Board takes action on work days and compensation.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board reduce the work days and compensation for 2010-11 for all non-administrative classified personnel per attached list as presented.

**Board Direction/Action:** A motion was made by Mr. Rash and seconded by Mr. Sargent that:

**WHEREAS**, the Board of Trustees of the Pocatello/Chubbuck School District No. 25 will adopt a shortened school calendar commencing with the 2010-2011 school year, with such calendar no longer being 190 days in length but rather 180.5 days in length which represents 180.5 work days for certificated staff;

**WHEREAS**, all classified employees' work year for 2010-11 shall be based on a school calendar of 180.5 certificated staff work days;

**WHEREAS**, the Board of Trustees for the Pocatello/Chubbuck School District No. 25 is equitably addressing all varying levels of employees with regard to potential negative impacts associated with the declared financial emergency for the 2010-11 school year and subsequent work day and compensation reductions;

**NOW THEREFORE BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 hereby directs a 4% reduction in Non-Administrative Classified Personnel work days and corresponding reduction in compensation for the 2010-2011 school year so as to coincide with the District's to be adopted revised school calendar per the attached list;

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 directs the Superintendent to notice such employees as to the 4% reduction in their work days and corresponding reduction in compensation for the 2010-2011 school year;

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 shall establish an escrow account for any potential holdback(s) to be enacted during the 2011 fiscal year which will provide for a non-recurring one-time graduated stipend based on a holdback or cumulative holdbacks ranging from 0%, 1%, or 2% for classified non-administrative personnel.

Mr. Rash, Mr. Sargent, Ms. Gebhardt and Ms. Donnelly were in favor. Ms. Cranor opposed.

f. **Topic:** *Take Action to Provide Notice to Temporary Classified Personnel who Provide Extra-Curricular Services Regarding Reduction in Compensation for Temporary Work and/or Possible Elimination of Employment for Temporary Work in 2010-11*

**Policy Issue:** Board takes action on work days and compensation.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board provide notice to temporary classified personnel who provide extra-curricular services regarding reduction in compensation for temporary work and/or possible elimination of employment for temporary work in 2010-11.

**Board Direction/Action:** A motion was made by Ms. Gebhardt and seconded by Mr. Sargent that:

**WHEREAS**, the Board of Trustees of the Pocatello/Chubbuck School District No. 25 is equitably addressing all varying levels of employees with regard to potential negative impacts associated with the declared financial emergency and subsequent reductions for the 2010-11 school year;

**NOW THEREFORE BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 reduces the compensation paid to temporary classified personnel of the District for the 2010-2011 at a rate and level consistent with the reduction experienced by the District's employed classified personnel, at a rate of 4.0%, though at no time shall such rate of compensation fall below the mandated minimum hourly wage, regardless of sum total for percentage reduction; and

**FURTHER BE IT RESOLVED**, that the Board of Trustees directs administration to reduce the following extra-curricular positions; Assistant Coaches for Care and Injury Prevention (ACCIPs) and one middle school track position per school.

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 directs the Superintendent to notify temporary classified workers of this reduction in compensation and to notify those affected by the elimination of employment for temporary work for the 2010-11 school year;

**FURTHER BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25 shall establish an escrow account for any potential holdback(s) to be enacted during the 2011 fiscal year which will provide for a non-recurring one-time graduated stipend based on a holdback or cumulative holdbacks ranging from 0%, 1%, or 2% for temporary classified personnel.

The voting was unanimous in the affirmative.

**g. Topic: *Set Pay Rates for Substitute Teachers for 2010-11***

**Policy Issue:** Board sets pay rates.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board set pay rates for substitute teachers for 2010-11.

**Board Direction/Action:** A motion was made by Ms. Cranor and seconded by Ms. Gebhardt to set the pay rates for substitute teachers for 2010-11 as presented. The voting was unanimous in the affirmative.

**h. Topic: *Take Action to Adjust Salaries and Contract Terms Previously Reduced for Administrators, Non-Certificated Administrative Personnel and Superintendent in Accordance with Imposed Last Best Offer and Direct Amendment of Contracts Previously Issued per Attached List***

**Policy Issue:** Board takes action on work days and compensation.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board adjust salaries and contract terms previously reduced for administrators, non-certificated administrative personnel and Superintendent in accordance with imposed last best offer and direct amendment of contracts previously issued per attached list as presented.

**Board Direction/Action:** A motion was made by Ms. Gebhardt and seconded by Mr. Rash that:

**WHEREAS**, the Board of Trustees of the Pocatello/Chubbuck School District No. 25 has adopted on May 29, 2010 Findings of Fact, Conclusions of Law and Decision for Non-administrative Certificated Staff on June 1, 2010 and imposed a last best offer for Non-administrative Certified Staff;

**WHEREAS**, the Board of Trustees of the Pocatello/Chubbuck School District No. 25 has adopted and imposed a salary reduction of 4% from the 2009-2010 certificated salary schedule and implemented a furlough in accordance with the level of pay reduction with a redefinition of the number of contract days to be 180.5 days and established an escrow account for any potential holdback(s) to be enacted during the 2011 fiscal year which will provide for a non-recurring one time graduated stipend based on a holdback or cumulative holdbacks ranging from 0%, 1% or 2%, for Non-administrative Certified Staff; and

**WHEREAS**, the Board of Trustees maintains that parity between employee groups is essential and adopts a recommendation to adjust the salaries and contract terms previously adopted for administrators, non-certificated administrative personnel and superintendent in accordance with imposed last best offer (see attached lists).

**NOW THEREFORE BE IT RESOLVED**, that the Board of Trustees of the Pocatello/Chubbuck School District No. 25, pursuant to section 33-515 and 33-515(5), Idaho Code, hereby directs that the provisions as imposed in relationship to last best offer also be adopted for administrators, non-certificated administrative

personnel and superintendent and cause that such shall be communicated to each employee and further directs amendment of employment contracts for the 2010-11 school year.  
The voting was unanimous in the affirmative.

**NEW BUSINESS – Information – Action – Mrs. Vagner**

**a. Topic: *Approve Out of District/Overnight Field Trip Requests***

**Policy Issue:** Board approves out of district/overnight field trip requests.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommends Board approve the out of district/overnight field trip requests as presented.

**Board Direction/Action:** A motion was made by Mr. Sargent and seconded by Mr. Rash to approve the out of District/overnight field trip requests provided proper insurance coverage was looked into. The voting was unanimous in the affirmative.

**b. Topic: *Set Public Hearing Date to Adopt Increased Participation Fees, Set Helmet Reconditioning/Replacement Fee and Set Elementary Field Trip Fee***

**Policy Issues:** Board sets Public Hearing Dates and adopts new fees and fee increases.

**Background Information:** This item was previously discussed on the agenda.

**Administrative Recommendation:** Administration recommended Board set the Public Hearing date to Adopt Fees and Increase Fees for July 20, 2010 as presented.

**Board Direction/Action:** A motion was made by Ms. Cranor and seconded by Ms. Gebhardt to set the public hearing date to adopt fees and increased fees for July 20, 2010 as presented. The voting was unanimous in the affirmative.

**ANNOUNCEMENTS**

There were no announcements at the time of the meeting.

**ADJOURN**

A motion was made by Ms. Gebhardt and seconded by Mr. Sargent to adjourn. The voting was unanimous in the affirmative. The Board adjourned its Regular Meeting at 8:45 p.m.

**APPROVED ON:**

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**MINUTES PREPARED BY:**

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**Secretary, Board of Trustees**

**BY:**

\_\_\_\_\_

**Chair**

**ATTESTED BY:**

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**Clerk**