

SCHOOL BOARD MEETING
JUNE 18, 2013
SCHOOL ADMINISTRATION OFFICE

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

OTHERS PRESENT: Tim McMurtrey, James Gilbert, Cliff Ogborn, Sharon Whitman, Tara Handy, Jeff Johnson, Colonel Griswold, Mike Jewell, Denise Weis, Paul Tancredi

At 7:30 p.m., Chairman Alexander convened the regular meeting of the Board of Trustees and called for the first item of business.

Prior to the first agenda item, Chairman Alexander stated there was an addendum to the agenda regarding adding names to the Personnel Items in New Business in accordance with Idaho Code, Sections 67-2343(4)(c). Trustee House called for a motioned to approve the addendum to personnel, with a second from Trustee Donahue. Chairman Alexander called for a roll call vote:

Roll Call Vote as follows:

Chairman Alexander	Aye
Trustee House	Aye
Trustee Reynolds	Aye
Trustee Checketts.....	Aye
Trustee Donahue	Aye

and no less than two-thirds (2/3) of the membership in favor thereof, motion approved.

I. **APPROVE THE MINUTES OF THE REGULAR BOARD MEETING OF MAY 21, 2013.** Chairman Alexander called for a motion to approve the minutes of the regular board meeting of May 21, 2013. There being no comment, Trustee Reynolds moved to approve the minutes of the regular board meeting of May 21, 2013, with a second from Trustee Donahue. Motion approved.

II. **FINANCIAL REPORTS** – Cliff Ogborn. Mr. Ogborn reported on the financial statements for May 2013. The statements for May reflected a balance of \$1,807,664. Unobligated cash and investments are \$2,695,680 net of interfund payables. The Income Statement reflected revenue through May as \$19,861,987. Expenses show salaries are at \$11,893,244 of original budget, and benefits are 3,761,825. As of May 31, we have a net margin of revenue in excess of expenses of \$631,614. Trustee Checketts moved to approve the financial report as presented by Mr. Ogborn. Motion seconded by Trustee Reynolds. Motion passed.

III. **CONSIDERATION OF BILLS** – Cliff Ogborn. Mr. Ogborn presented the district bills for approval. Trustee Checketts moved to authorize payment of the district’s bills as presented, with a second from Trustee House. Motion carried. (A full and complete listing of the District’s bills may be reviewed at the District Office, Accounts Payable.)

IV. **DELEGATION – None**

V. **PUBLIC INPUT –**

1. Paul Tancredi - Mr. Tancredi began by informing the Board that he attended the football camp with the varsity team and wanted to bring an issue to the Board. He stated that he had already spoken with the superintendent, the activities director, the MHHS principal. He claimed, “The coaches of the football

team, while chaperoning, got drunk and did not attend the third day of practice; a couple of coaches because they were drunk. The kids were aware of it and came to me. I was the president of the high school boosters.” Mr. Tancredi then said, “I have since stepped down because when I brought the issue up to the coaches, they pretty much verbally attack me. The head coach and I got into a heated discussion. I pulled my son from football camp and left a day early.” He said, “I called a couple of places in Boise and the IHSSA to see if there was a code of ethics and there was not.” Mr. Tancredi believes one [Code of Ethics] should be established for coaches and chaperones. He then said, “It was a four day event and from what I was told by a couple of the coaches is they had Coaches Socials with all the other coaches at this event and were out drinking each night.” “The head coach, Coach Rodney, told me that only two of his coaches got drunk, the night in question.” “To me as a parent, that is unacceptable especially when they are chaperoning over 40 children at an event like this.”

Chairman Alexander stated to Mr. Tancredi that his accusations were a serious charge, and in order for the Board to find out more about the incident in question, he asked Mr. McMurtrey and Mr. Gilbert to investigate the matter to find out what really happened that night and then proceed accordingly. Mr. Tancredi agreed.

VI. **REPORTS –**

- A. MOUNTAIN HOME AFB UPDATE – MHAFB Liaison.** Colonel Griswold stated that there was nothing new to report.
- B. TREASURE VALLEY EDUCATIONAL PARTNERSHIP - Tim McMurtrey.** Mr. McMurtrey presented the Treasure Valley Educational Partnership (TVEP) ISAT, SAT, data to the Board. The information shown was that of the SIC schools and how they compared to each other. Data showed that MHSD is in the middle to upper half of the group of schools, which include Caldwell, Vallivue, Nampa, Emmett, Middleton, Kuna, Boise, Meridian, and Bishop Kelly.

Mr. McMurtrey informed the Board the data reflects that the ethnicity shows that 76% of students are white, 18% are Hispanic, and 6% are from other ethnicity groups. He said that Mountain Home is about 70% white and 30% other ethnicities.

Mr. McMurtrey reported that the 48% of MHSD’s students fall into the low-income category, as determined by Free & Reduced Meals applications, with the State having 50.5% of the total student population falling into the low-income category.

Mr. McMurtrey explained that the TVEP agreed on four goal areas that need to be addressed. He began with Goal 1: Prepared for School. He said that measures of school readiness include checking on the percentage of Kindergarteners who score at Benchmark on the fall IRI scores, as well as focus on the access to quality care and early education for those students who need it. Mr. McMurtrey explained that the fall IRI scores showed that the SIC schools are just over the state IRI scores. He went on to explain that the MHSD 2012 Fall IRI Results by Income showed that 29% of the students in the low-income category made benchmark, and 68% of students not in the low-income category made benchmark; MHSD is in the top half of the SIC.

Mr. McMurtrey reported on Goal 2: Supported In and Out of School, which includes focusing on empowerment. He said the SIC believes that every child benefits from positive social relationships, positive attitudes and emotions, and have the ability to control one’s behavior and feelings of competence; increase opportunities to empower youth. Mr. McMurtrey explained that SIC is working on identifying the indicators of this goal and are encouraging businesses and business leaders to get involved.

Mr. McMurtrey went on to explain Goal 3: Every Child Succeeds Academically. He said that we needed to increase the percentage of 3rd and 8th grade students scoring Advanced on the ISAT Math and Reading tests, and increase the percentage of 11th grade students scoring At or Above

500 on each SAT subject areas tests. Mr. McMurtrey reviewed the 2012 ISAT data and informed the Board that fewer than 50% of MHSD's 3rd grade students and about 55% of our 8th grade students tested at the Advanced Reading level, which puts MHSD in the middle of the other SIC schools; we still have work to do in Reading. He reported that over 60% of our 3rd grade students, but only about 30% of our 8th grade students tested at the Advanced Math level; we have a lot of work to do in the Math area. He said this puts MHSD in the upper half of the SIC schools for 3rd grade Math and in the lower half for 8th grade Math.

Mr. McMurtrey reviewed the SAT testing results; 33% of our high school students scored At or Above 500 on the Reading SAT test, 32% scored At or Above 500 on the SAT Math test, and 30% scored At or Above 500 on the Writing SAT test; this puts MHSD in the top half of the SIC schools, but we still have work to do.

Mr. McMurtrey continued to report on Goal 4: Every Child Enrolls In and Complete Some Form of Post High School Education. He said this means improving the number of high school graduates that enroll in some of post high school education within 2-years of graduation, increase the retention rate of those college freshmen going from their college freshman year to college sophomore year; and improve the graduation rate from post secondary education within 6-years of graduating high school. Mr. McMurtrey reported that MHSD has a 96% graduation rate, which puts us third in the SIC schools. He also explained that we and other school districts nationwide use the National Student Clearinghouse (NSC) data to track their high school graduates. He went on to say that the NSC tracks 96% of students at public and private U.S. Institutions, but it doesn't currently track the College of Idaho students in which we have many; it doesn't track International High School graduates at U.S. Institutions; it doesn't track high school students who enter the military in which we have many; it doesn't track graduates who go on missions and then return to college or who enter the military and then separate and enroll in college.

Mr. McMurtrey also explained that of the Class of 2005, only 39% of MHSD graduates enrolled in college right after high school graduation, but in year 2012, 50% of MHSD graduates enrolled in college following high school graduation; sadly, of the Class of 2005 graduates who enrolled in college, only 20% graduated. He added that 66% of our graduates enrolled in college within 2-years of graduating high school, and said that 78% of our college freshmen return to college for their sophomore year; that ranks us third in the SIC schools.

Chairman Alexander asked how long the NSC tracks students; Mr. Johnson replied that the NSC tracks students for six years. Chairman Alexander said that a problem with the tracking is that many students go to college, leave after their freshman year for one reason or another, but returns one or two years later or don't go back to college for a few years; that's not tracked. Mr. Johnson added that another concern is not tracking students who enter the military; he said that is a concern for our district because many of our students enlist after high school.

Mr. McMurtrey then informed the Board of the district's focus areas. He said the administrators met to discuss and identify some focus areas for us to work on starting this next school year for the next three years. He said the focus areas are, 1) Increase Student Achievement starting with aligning all Idaho Common Core State Standards (ICCSS) curriculum and assessments by August 2014, provide instructional training for all staff, improve IRI and ISAT/SBAC scores, etc.; 2) Improve Attendance through such things as incentive programs, possibly changing how we determine the District Calendar to improve attendance around holidays, etc.; 3) Provide focused and relevant Professional Development to staff such as Ruby Payne's, Culture of Poverty, and Manny Scott's, Turn the Page, and make it mandatory attendance for all PLC training, etc.; 4) Improve Technology by creating a Technology Committee, conduct ongoing technology training, and by keeping all technology equipment current with a 3-year rotation cycle, etc.; 5) Improve Communication with parents and patrons through the use of technology through PowerSchool's mass/group email capabilities, through the district and school building's websites, through Parent Contact Logs, through flyers and newsletters, etc.

Mr. McMurtrey informed the Board that Technology is intertwined with all the other focus areas and aspects and is absolutely necessary so that our district can comply with state and federal reporting data requirements and so that we can comply with the ICCSS testing and assessments, as well as we need to increase student achievement. He ended by adding that we need to focus on our socio-economic students in all of our schools and all of the grades because that is where we need the most improvement.

VII. UNFINISHED BUSINESS –

- A. PROPOSED 2013-2014 BUDGET** - Cliff Ogborn. Mr. Ogborn presented the 2013-2014 proposed budget to the Board. He said we didn't receive and public input during the budget hearing held just prior to the regular board meeting. Mr. Ogborn requested approval of the budget. Trustee House moved to approve the 2013-2014 budget as presented by Mr. Ogborn. Trustee Donahue seconded it. Motion granted. Chairman Alexander added that somehow we needed to find some money for maintenance of the buildings.
- B. POLICY ADOPTION** - 3rd and Final Reading – James Gilbert
- 1. Special Education - 504 Extracurricular Activities Policy** - Mr. Gilbert presented the 3rd and final reading of the proposed adoption of Mountain Home School District No. 193 Special Education - 504 Extracurricular Activities Policy. Mr. Gilbert informed the Board that the federal and state government requires that we have a policy for parents of special needs students to be able to make a grievance should they feel that their child wasn't given an equal opportunity to participate in after school sports and activities. There has been no patron or staff input. Trustee Reynolds motioned to approve the third and final reading of the adoption of the Special Education - 504 Extracurricular Activities Policy, as presented by Mr. Gilbert. Trustee House seconded the motion, Trustee Checketts voted nay. Motion carried.

**MOUNTAIN HOME SCHOOL DISTRICT NO. 193
MOUNTAIN HOME, IDAHO 83647
P O L I C Y
SPECIAL EDUCATION - 504 EXTRACURRICULAR ACTIVITIES**

The Mountain Home School District (MHSD) recognizes that access to and participation in extracurricular activities opportunities provides important health and social benefits to all students, particularly those with disabilities.

MHSD's intentions are to ensure that students with disabilities consistently have opportunities to participate in extracurricular activities equal to those of other students

504 REQUIREMENTS:

School districts are required to provide qualified students, as identified in accordance with 29 U.S.C. § 794(a)(b) with disabilities opportunities to benefit from the school district's programs equal to that of students without disabilities.

For purposes of Section 504, a person with a disability is one who:

1. Has a physical or mental impairment that substantially limits one or more major life activities
2. Has a record of such an impairment
3. Is regarded as having such an impairment

For purposes of Section 504, a person who has been identified as "qualified" is one who:

1. Is of an age during which persons without disabilities are provided such services.
2. Is of any age during which it is mandatory under state law to provide such services to persons with disabilities.
3. A state is required to provide a free appropriate public education under the Individual with Disabilities Education Act (IDEA).

With the understanding that because a student is a “qualified” student with a disability does not mean that the student must be allowed to participate in any selective or competitive program offered by a school district; school districts may require a level of skill or ability of a student in order for that student to participate in a selective or competitive program or activity, so long as the selection or competition criteria are not discriminatory.

A level of skill or ability for participation in a competitive program or activity does not mean that every student with a disability is guaranteed a spot on an athletic team for which other students must try out. A school district should make reasonable modification to its policies, practices, or procedures whenever such modifications are necessary to ensure equal opportunity, unless the school district can demonstrate that the requested modification would constitute a fundamental alteration of the nature of the extracurricular athletic activity. No modifications need be made that would give a particular player with a disability an unfair advantage over others; fundamentally alter the character of the competition.

504 EXTRACURRICULAR ACTIVITIES COMPLAINTS:

Parents/Guardians and Patrons of the District having concerns or complaints regarding any aspect of this school district and/or the services it provides may submit those concerns or complaints following the Mountain Home School District No. 193 Patron Complaints Non-policy Procedure (Section 600.1, Pages 1-2).

- C. **POLICY REVISION** - 3rd and Final Reading – James Gilbert.
1. **Reduction in Force Policy** - Mr. Gilbert presented the 3rd and final reading of the proposed revision to the Mountain Home School District No. 193 Reduction in Force (RIF) Policy. He stated that the revisions meet Idaho Code and adjust the language changed by the defeat of Students Come First. There has been no patron or staff input. Trustee Donahue motioned to approve the third and final reading of the revisions to the Reduction in Force (RID) Policy, as presented by Mr. Gilbert. Trustee Reynolds seconded the motion. Motion carried.

**MOUNTAIN HOME SCHOOL DISTRICT NO. 193
MOUNTAIN HOME, IDAHO 83647
P O L I C Y
REDUCTION IN FORCE (RIF)**

I. General Statement of Policy

It is recognized that the Board of Trustees of Mountain Home School District No. 193 (MHSD 193) has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the state, consistent with state and federal educational requirements, including the district and school attainment of Adequate Yearly Progress (AYP), school and district improvement plans, accreditation requirements, and other school-based specific issues. However, recognizing also that it may become necessary to eliminate certificated staff positions in certain circumstances, this policy is adopted to provide a fair and orderly process should such elimination become necessary.

Retention will not be based solely on seniority or contract status. Grandfathered renewable contract employees may be subject to a reduction in force. The Board is not required to place a grandfathered renewable contract employee on probation prior to not renewing the contract

due to a reduction in force. Such employee is not entitled to a due process hearing.

The Board may, at its discretion, terminate a Category II contract in the event of a reduction in force, at the end of the first or second year of a two (2) year contract. A written evaluation is not required when the Category II employee is terminated subject to a reduction in force. Upon request, the Category II employee will be given an opportunity for an informal review by the Board.

If the Board terminates a Category I employee pursuant to a reduction in force, a written evaluation is not required, and the Category I employee is not entitled to a review by the Board of the decision to not reemploy the individual.

Staff retention will be based on a review of relevant factors including, but not limited to, highly qualified status, certification(c), endorsement(s), leadership roles in the school/district, effectiveness in the classroom, master teacher status, and graduate education degree, as well as eligible veteran or preference eligible status. Employees subject to reduction in force under this policy will be presumed to have been performing satisfactorily.

II. Reasons for Elimination of Certificated Staff Positions

It is recognized that the Board of MHSD 193 has the sole and exclusive prerogative to eliminate certified staff positions consistent with the provisions of the state statutes.

Elimination of certificated staff positions may result from the following examples **including but not limited to** or from other conditions necessitating reductions:

- a. Decreases in student enrollment
- b. Changes in curriculum
- c. Financial **emergency, financial** conditions, or limitations of the District
- d. **Reorganization or consolidation**
- e. From other conditions necessitating reductions

The need for implementation of a Reduction in Force and/or the elimination of certificated positions is left to the sole discretion of the Board of Trustees of MHSD 193.

The Board of Trustees of MHSD 193 may choose to implement a RIF through:

- a. The elimination of an entire program or portions of programs;
- b. The elimination of positions in certain grade levels only;
- c. The elimination of positions by category;
- d. The elimination of positions in an overall review of the District;
- e. The elimination of positions through other considerations and implementation decisions;
- f. The elimination of a portion or percentage of a position(s) or
- g. Any combination of the above.

III. Definitions

As used in this policy, “teacher” shall apply to any employee of the District who holds a certificate issued by the State Board of Education who is employed in a teaching, directorial, or administrative position, below the rank of Superintendent.

IV. Procedures

- a. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:

1. Voluntary retirements
 2. Voluntary resignations
 3. Transfer of existing staff members
 4. Voluntary leaves of absence
- b. In the event a reduction in staff is required, teachers who are retained pursuant to this policy may be reassigned if suitable position openings are available in instructional areas for which they are Highly Qualified and for which the principal has approved transfer as per the requirements of Title 33, Chapters 5, 10, and 12, Idaho Code.
- c. In the Board making a determination as to the individuals to be released pursuant to the Reduction in Force (RIF), consideration will be given to the following criteria:
1. Area(s) of certification for which the teacher is Highly Qualified, which are classified by the District as Hard to Fill positions
 2. Number of areas of certification for which the teacher is Highly Qualified
 3. Educational/Degree status
 4. National Certifications held
 5. Position as a Lead or Master Teacher within the District
 6. Whether or not the teacher is Highly Qualified in a course necessary for High School Graduation requirements
 7. Whether or not the teacher is Highly Qualified in a course necessary for Junior School advancement
 8. Instructs a college credited course
 9. Contribution and/or involvement in extra-curricular or co-curricular positions with students
 10. Compliant with Professional Standards and Conduct and District Policy.
 11. Teacher evaluation, including components required by state statute to be encompassed in teacher evaluation
 - 12. Seniority**

It is the intention of the Board that each of the above criteria be given a point value for consideration of the implementation of this RIF. The appended chart, which is adopted and incorporated as part of this policy, identifies the specific point values for each of these areas of consideration.

It is further the intent of the Board that primary consideration be the quality of instruction and the progress that students are making throughout the course of the school year as well as properly endorsed Highly Qualified instructors to be in classroom positions in order for the District to be compliant with federal and state education requirements.

For each teacher subjected to RIF consideration based upon the Board's method of implementation, a Teacher Profile shall be developed by the Superintendent or designee applying the criterion to each respective teacher.

The factors for consideration shall be reviewed on an annual basis by the District's Administration and Administrative/PLC Committee to determine whether factors should be added or eliminated, or weighted differently. Such recommendations for modification will then be brought to the District Policy Committee for actual revision and then before the Board for consideration.

- d. If possible, advanced notice of the possible RIF shall be given to all teachers who may be released, based upon the number of teachers who may be released, in whole (full) or in part, and the school programs, teacher positions, or categories of positions that may be affected.
- e. With this notification, the Superintendent or designee Department shall provide a copy of the

Teacher's Profile, utilizing the established point system, and the steps a teacher should take if they believe that there is an error in their individual Teacher Profile.

1. It is recommended that the subject teachers review their personnel file materials with the District's Administrative Office and/or Human Resources Department to assure that the school has appropriate information relating to the various criteria referenced above.
 2. If a teacher receiving a Teacher Profile believes that there is an error that has been made on their individual profile, the teacher shall notify the Superintendent or designee of their concern of an error, *in writing*, by the close of the school day on the third school day after the Teacher Profile has been delivered to the teacher or the teacher's mailbox and/or has received notice of the possible RIF.
 3. This written notice from the teacher shall specifically identify what element or elements of the Teacher Profile/Personnel File are believed to be erroneous and explain specifically why the element(s) is believed to be in error.
 4. If the Superintendent or designee receives notice of possible error, each such written notice, timely received, shall be individually reviewed for possible reconsideration or evaluation of the information used to create the Teacher Profile or the information used in consideration of the RIF. This may include a member of the District or School Building's Administration communicating directly with the teacher to obtain more information or documentation relating to the alleged error. If the Superintendent or designee determines that an error was made in completion of the Teacher Profile, a new profile will be created and forwarded to the teacher in question.
 5. If the Superintendent or designee determines that no error was made in completion of the Teacher Profile, the teacher shall be notified of this determination.
 6. The teacher shall have a period of three school days to file written notice of an appeal of this decision to the District's Superintendent. Thereafter the Superintendent or designee of the Superintendent shall review the dispute, in whatever manner the Superintendent/designee deems appropriate for the circumstance, and make a final decision on the issue of the appeal and questioned error of the Teacher Profile.
- f. If the Board determines that a RIF in fact will be implemented, the superintendent shall submit a list of the teachers recommended for release, through use of the above process, and shall make recommendation to the Board as to what due process, if any, the Board needs to implement for each individual personnel situation.
- g. All releases shall be done in conformance with the applicable provisions of Title 33, Chapters 5, 10, and 12, Idaho Code, and all affected teachers will be promptly notified, in writing, of the Board's decision or actions that need to be taken by the Board relating to applicable due process activities, if any.

V. Recall Provisions

If the contract of employment of a teacher is terminated because of the implementation of this RIF policy, the name of the teacher shall be placed upon a reappointment list and remain on such list for a period of one year(s).

If a position becomes open during such period, and the teacher has been selected by the Board as a person on the recall list who is Highly Qualified and most capable of holding the position, then the teacher will be notified in writing by certified mail, sent to the last known address, at least thirty (30) day s prior to the anticipated date of employment, when possible.

In determining whether a teacher is qualified for reappointment, the Board of Trustee shall consider the criteria as set forth. The teacher shall accept or reject the appointment in writing within even (7) days after receipt of such notification. If the appointment is accepted, the teacher shall receive a written contract within twenty (2) days of receipt of the teacher's reply by the Board. If the teacher rejects the appointment offer or does not respond according to this procedure within seven (7) days after receipt of such notification, the name of the teacher will be removed from the recall list.

VIII. **NEW BUSINESS –**

- A. **PERSONNEL** – James Gilbert. Mr. Gilbert requested approval of the personnel items and addendum. Trustee Checketts asked if there has been any input about Brian Floyd becoming assistant football coach, and Mr. Gilbert responded none that he knew. Trustee House motioned to approve the personnel items and addendum, as presented by Mr. Gilbert, with a second from Trustee Reynolds. Motion carried.

ADMINISTRATIVE APPOINTMENTS 2013-2014 SCHOOL YEAR

Gunderson, Samuel, Assistant Principal, MHHS

APPOINTMENTS

Cox, Jennifer, Marching Band Assistant, MHHS

Floyd, Brian, Assistant Varsity Football Coach, MHHS

Goodman, Tanya, Kindergarten Teacher, Base Primary School

Lawrence, Felicia, Business Teacher, MHHS

Long, Lisa, Special Education Paraeducator, MHJH

McKinney, Michael, Assistant Varsity/Head JV Boys' Soccer Coach, MHHS

Morgan, Kelli, Special Education Teacher, East Elementary

Newhouse, Reilly, Kindergarten Teacher, Base Primary

Nicholas, Dawn, English Teacher, MHHS

RETIREMENTS

Pollauf, Joan M., Special Education Teacher, West Elementary; effective: June 12, 2013

RESIGNATIONS

Austin, April, Special Education Teacher, West Elementary; effective: June 12, 2013

Bailey, Andrew, 8th Grade Head Football Coach, MHJH; effective: June 14, 2013

Hernandez, Ruth, Title I Paraeducator, West Elementary; effective: May 30, 2013

Weygint, Allen, Assistant Varsity Football Coach, MHHS; effective: June 14, 2013

- IX. **EXECUTIVE SESSION** – Personnel Matters. Chairman Alexander called for a motion for the purpose of allowing the Board to retire into executive session to discuss staffing. After a full and complete discussion and upon motion duly made by Trustee House and seconded by Trustee Reynolds, the following resolution was presented:

RESOLUTION TO ADJOURN INTO EXECUTIVE SESSION

BE IT SO RESOLVED That the Board of Trustees of School District No. 193 recess from an open meeting into the following executive session(s) pursuant to Section 67-2345, Idaho Code, in order to discuss personnel matters regarding staffing as authorized by Title 33, Sections 33-511(2), 33-512, 33-513, and Sections 67-2341 through 67-2345(1)(a)(b), Idaho Code.

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

NAME OF TRUSTEES

Chairman Alexander..... Aye
 Trustee Checketts..... Aye
 Trustee House Aye
 Trustee Reynolds Aye
 Trustee Donahue..... Aye

And no less than two-thirds (2/3) of the membership in favor thereof, the chairman had declared said resolution adopted, and the Board recessed into executive session at 8:07 p.m. to discuss personnel matters regarding staffing. Others present: The attending board members, Superintendent McMurtrey, Assistant Superintendent Gilbert, Clerk Whitman, Cliff Ogborn, and Principal Johnson. Following a full and complete discussion of the personnel matters, the Board reconvened into open session at 8:25 p.m. No motioned needed.

- X. **ADJOURNMENT** – All business of the Board having been completed, Chairman Alexander called for a motion to adjourn. A motion from Trustee Reynolds to adjourn was seconded by Trustee Donahue. Motion carried. Meeting adjourned at 8:26 p.m.

Chairman Alexander

Clerk Whitman