

SCHOOL BOARD MEETING
MAY 20, 2014
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, Will Goodman, Jeff Johnson, Tilli Abbott, Stehvn Tesar, Albert Longhurst, Phil McCluskey, Nikki Cruser, LTC Estes, Mike Jewell, Decker & Terri Sanders, Gary Oyler, Marsha Baker, Michael Knox, Karen Echeverria, Anne Bowlden, Rich & Rhonda Urquidi, Steve & Jane Martin, Danny & Rose Deese, Bobbie Lockett, Jill Peterson, John Cristobal, John Aguirre, Dana Pomerantz, William & Tiffany Catlin, Denise Weis, Rachelle Ruffing, Art Nelson, Rick Zamora, Matthew Steele, Chris Viall, Katherine Hudson, Karen Kohring, James & Robynn Schipani, Tony Mathus, Marti Abrams, Kent Ogaard, Marilyn Kellerman, Rosemary Ash, Doug Mayne, Connie Day, Chartwell’s Representative

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 to add two names to the resignation part of Personnel Matters under 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 APRIL 15, 2014, AND THE SPECIAL MEETING OF APRIL 22, 2014, AND THE OTHER SPECIAL MEETING OF APRIL 22, 2014, AND THE SPECIAL MEETING OF MAY 2, 2014.** Chairman Alexander called for a motion to approve the minutes of the regular board meeting of April 15, 2014, and the special meeting of April 22, 2014, and the other special meeting of April 22, 2014, and the special meeting of May 2, 2014. There being no comment, Trustee Donahue moved to approve the minutes of regular board meeting of April 15, 2014, and the special meeting of April 22, 2014, and the other special meeting of April 22, 2014, and the special meeting of May 2, 2014, with a second from Trustee Checketts. Motion approved.
- II. **FINANCIAL REPORTS** – Cliff Ogborn. Mr. Ogborn reported on the financial statements for April 30, 2014. The statements for April reflected a balance of negative - (\$699,465). Investments in the State Pool are \$2,834,326. The Income Statement reflected revenue through April as \$18,563,913. Expenses show salaries are at \$10,401,803 of original budget, and benefits are \$3,326,497. As of April 30, we have a net margin of revenue in excess of expenses of \$1,109,248. Trustee House 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

Donahue. Motion carried. (A full and complete listing of the District's bills may be reviewed at the District Office, Accounts Payable.)

IV. DELEGATION –

1. **IDAHO SCHOOL BOARDS ASSOCIATION** – Karen Echeverria, Executive Director of the Idaho School Boards Association (ISBA). Mrs. Echeverria approached the Board said she happy to most everyone at the recent Education Law Conferences. Mrs. Echeverria handed the trustees the ISBA Membership Benefits brochure and asked them to reconsider joining the ISBA.

Trustee Checketts asked how much membership would cost the district. Mrs. Echeverria replied that it would cost a district our size a little over \$7,000.

Chairman Alexander explained that MHSD doesn't have that kind of money, and that our district like so many others are living levy-to-levy. He added that we've cut most everything to try to keep our expenses as low as we can. Chairman Alexander then said that even though the ISBA is a great organization, and that our district could have used them a few times, but we've muddled through so far and we're going to have to for a few more years.

Mrs. Echeverria said she understood, and that she also understood that school districts have to run supplemental levies, but she added that she would try again in two years. The Board thanked her.

2. **PARENTS GROUP – MOUNTAIN HOME TIGER ATHLETIC PROPOSAL** – Mike Lawrence. Mr. Lawrence approached the Board and introduced himself. He began by thanking the Board for allowing his delegation the opportunity to present an issue that they feel needs to be addressed, as well as some suggested proposals to rectify the matter. Mr. Lawrence continued to explain that he was the selected spokesperson for the delegation of parents of student athletes who are concerned about the state of the Mountain Home High School Athletics Program. He added that he had prepared written comments and requested that a copy be submitted for the record. The written comment is as follows:

“The purpose of the document before you is to propose a strategy for our use in improving both the athletic and academic experience of our Mountain Home District Schools. I want to emphasize the word "our" because in our collective view, this endeavor is not an "us versus them" scenario. Rather, this endeavor is about all of "our" kids. We are not here to ask the board to do all the work, we want to help and work alongside you to make the improvements I think you'll later agree need to be made.”

“We believe an athletic strategic plan is crucial to success. By having a strategic plan, we stand to gain the collective input and involvement of the academic and athletic community which would permit us to simultaneously emphasize the importance of academics and athletics in schools. In short, a strategic plan would provide a roadmap for success...a roadmap toward sustained excellence.”

“A substantial body of literature suggests that students who participate in athletics do better academically and they avoid drugs and alcohol. Student athletes are also better able to build and sustain social support networks and are less likely to suffer from bullying and other severe forms of peer pressure. And of course, research shows that an increasing number of our kids 2-19 years of age are obese or overweight. Sports, when combined with education and an appropriate lifestyle, are one of the best ways to countermand that trend. Athletics gains children opportunities for college education as well as potential sports careers on and off the field. Bottom line, sports, and in a much broader sense, high school athletics, is and should continue to be a positive tool that we, the parents, administrators, and city, can use to make our community even stronger.”

“Unfortunately there is not one solution that will solve the challenge we have in front of us.

Undoubtedly, some will confuse this parent initiative as a simply a call for additional funding. While appropriate academic year resourcing may be part of the solution, it represents but one part of the required strategy. In our view, to say this is a funding issue alone is a gross oversimplification of a more complex issue.”

“We all want our children to be successful in life and we all want them to proud of their city and where they go to school. Frankly, however, our group believes we have some work to do in that area. I've collected a few parent anecdotes that you might find sobering. First, last year, we noticed that we were the only school that that did not have a paved parking lot around our football field. Coaches had to purchase equipment for their teams to include baseballs, and other types of equipment. Parents had to transport kids multiple trips one way during the annual football camp because funding was not available to keep the bus in place for the duration of the camp. We even had to play in the opponent's uniform in one case because we did not have a different color jersey. Coaches had to sweep the floor after basketball games and take out the trash. We have no running water in our football stadium and our players lift weights in an old wood shop class. I think we can all agree that we can definitely do better.”

“We are all proud of the city of Mountain Home. Many of us have travelled all around the world and it is difficult to find a town as warm as Mountain Home. We are proud to tell friends and family about the city. However, we are not proud of the state of our athletic program and our kids aren't either. For example, letterman's jackets, often a hot commodity in other schools and cities, are almost non-existent here at Mountain Home High School, in any sport. Our student athletes, teachers, and yes even parents have become more and more apathetic towards our programs. We see few board members and teachers at our games--and in our view that is important. Last year, five of our nine varsity football games were homecoming games...for the other team. Teams worked hard to schedule the Tigers because of our unsuccessful records. Admittedly, there have been individual and team successes along the way like the 2009 and 2010 state softball titles and this year's boys' soccer regional playoffs appearance. However, our team records over the last five years are less than impressive. Let's examine the major team sport combined records since 2009. Football 6 wins and 30 losses, volleyball 16 wins and 50 losses, boys basketball 20 wins and 74 losses, girls basketball 30 wins and 40 losses, baseball 24 wins and 42 losses, softball 38 wins and 40 losses, boys soccer 36 wins and 37 losses, girls soccer 20 wins and 56 losses. Not one team had a winning record over that timeframe---no sustained competitiveness. While winning isn't everything, losing shouldn't be either. No one understands that lesson better than the players, parents, and coaches.”

“Perhaps we should all consider that school performance, academic and athletic, is a decision point for families re-locating from other locations. For example, there are 424 school age Air Force and DoD civilian children assigned to Mountain Home AFB. However, 198 of those live in the Boise metro school area. Nearly 46% of these kids live in the Boise area because of access to superior academics and athletics programs. My sons and I attend athletic camps in the Boise area often and I talk to the parents and they tell me it is not just that the current set of circumstances that are untenable, it is that there is seemingly no promise of improvement and that the status quo is acceptable. Moreover, while the 46% figure is alarming, consider that there are mandates that require certain personnel to live in the Mountain Home area. If these mandates were lifted, many more parents would opt to live outside of Mountain Home. In fact, some families are split during the week as a result of the mandate. When parents travel to these same Boise schools to play games, we park on paved parking lots, next to fine arts centers, witness halftime fireworks and multi-media support that rival some small colleges. There is simply very little comparison between the schools.”

“Why is it that there is such a significant disparity between our schools and those we compete against. Is it that we are from a small town? No, small schools all around the country have better facilities and successful programs with enormous city support.”

“We realize that our resources may be constrained but we stand to benefit by knowing where those constraints are so that we all can share in the solutions. To that end, we have prepared a strategy that includes a vision, priorities, goals, and objectives. I'd like to spend just a few moments discussing the set of 10 priorities we suggest because I believe from those you'll get clear idea of how we should move forward...together. The strategy is attached after my prepared comments in the packages I handed to you earlier.”

“We believe our first priority has to be to organize a K-12 Athletics Program Steering Committee, with the necessary credibility and authority, to assist the Athletic Director and all the board members with creating, sustaining, and continually improving the athletic and by extension, the academic experience in the Mountain Home School District. The committee should consist of parents, coaches, small business owners, teachers, and administrators, Parks and Recreations, and the new YMCA director at minimum. This steering committee would be made up of volunteers and would meet at least quarterly and would provide recommendations to the Athletic Director and School Board. They would recommend and deliver to the school board, in open session, a set of recommendations on a broad range of issues but at minimum, needed facility upgrades, funding priorities, and potential new community initiatives.”

“The second priority is to build a comprehensive budgeting process that more accurately captures athletic program needs by sport, by school, for each academic year which would allow the Athletic Director to focus on the greatest priorities and then seek additional funding from private and public donors to potentially cover the gap. Strict timelines and auditable funding lines must be developed so there is no doubt how much money is being spent in an activity and for what purpose. School administrators and coaches have to be given those budget timelines and held accountable for submittal.”

“Third, a rigorous and active private and public donor recruitment program must be accomplished. Additionally, state, private, and federal grants must be researched, vetted, and if appropriate, sought for additional funding. With discrete state and local funding, private and public donors must be sought to reduce the difference between the program requirement and available funding. Private and public donors must also receive public credit for their donations and be permitted to display their promotional tools at sporting events as long as they are within local, state and federal guidelines.”

“Fourth, a facilities, sustainment, restoration and modernization plan for athletic and academic infrastructure which includes a district prioritized list including costs and need date must be developed. This plan should cover the next five years and be part of the larger district plan.”

“Fifth, we need to provide academic opportunities to help with the athletics program. For example, web-design classes should be used to promote the athletics program by improving school athletics web content. In addition, students interested in publishing could be challenged with developing color programs for patron purchase at sporting events. Moreover, students interested in communications and broadcasting could perform coach and student interviews for the internet and work with the local paper.”

“Sixth, we need to aggressively seek talented teachers who are also coaches. Many of our positions remain unfilled. In fact, half of the Football coaching roster is Active Duty Air Force. A large deployment of personnel from Mountain Home AFB would decimate the coaching staff.”

“Seventh, we must deliberately build a sustained and effective relationship with the Parks and Recreation Department, future YMCA, and MHAFB and AAU Youth Sports programs. The best programs around the nation have strong youth athletic programs that feed the high school program. We are at a competitive disadvantage as long as we don't do this.”

“Eighth, we must work diligently to improve student/team academic performance. Student athletes

need to be given extra incentive to work hard both on the field and the classroom. When they do, we need to recognize them in front of the school body. We also must give the coaching staff tools to identify early problems in student performance and help correct it.”

“Ninth, we have to improve student, parent, and city pride in our athletics and academic programs. If these programs succeed, so will the city. We must involve our elected officials and Chamber of Commerce in athletic events by inviting them to attend and seeking their assistance in lobbying for school needs. The Chamber of Commerce can help with sponsors and highlighting our successes to new arrivals.”

“Tenth, we have to work together. We are less concerned about where we've been... We are more concerned about where we are going. After all, our children are just that... ours.”

“Ladies and gentlemen, thanks so very much for allowing us to address this body in open session. In our view, the status quo just isn't good enough. We have worked several months on this initiative and the proposed goals, priorities, and objectives we have presented tonight. At minimum, we urge you approve the aforementioned steering committee, creation of athletics program comprehensive budget, and a strategic plan. Let there be no doubt, my group is ready, willing, and committed to assisting the board in making a positive difference in the student athlete experience. Thank you for what you do and what you will do in the future of each of our children.”

“Mountain Home High School Athletics Program Parent-Initiated Proposed Strategy

Proposed Mission Statement

To provide sustained excellence in high school sports in demand by student athletes and parents.

Proposed Vision Statement

Encourage, promote, and aggressively pursue school sports programs to become the best organized K-12 interscholastic athletic program in the State.

Strategic Plan Priorities

- A K-12 athletics program steering committee to assist the athletic director and district school board
- A comprehensive academic year budget for each sport
- Rigorous and active, private and public donor recruitment
- A facilities, sustainment, restoration, and modernization plan for athletic and academic infrastructure, which includes prioritized list, costs, and need date
- Student-Athlete in-school, print and digital media recognition
- Aggressive coach/teacher recruiting plan
- Partnership with Parks and Recreation, future YMCA, MHAFB, and AAU Leagues
- Improved student/team academic and athletic
- Student, parent, and city pride in athletics and academic programs

Goals

- A competitive sports program with improved winning percentages in each sport
- A transparent, auditable funding line for each sport that covers equipment restoration and purchase, transportation, training for coaches and paid athletic trainers, pre-game meals, coaching clinics, youth football camps, awards, and coach per-diem.
- A donor effort that covers the difference between each academic year sports requirement and actual funding

- Improved athletic infrastructure
- Pre- and post-game print, digital, and radio exposure
- State and Regional search campaigns for teachers/coaches
- Student and coach interchanges between local leagues and high school sponsored and student-led sports camps/tournaments and combines
- Team sport Tiger Time, weightlifting, and incentives for high performing student athletes (school-wide recognition)
- Rigorous Varsity letter criteria and letter jacket campaign

Objectives

- Mountain Home High School sports teams win 50% of their games
- Student athlete academic performance improves to an average 2.8 GPA
- One infrastructure improvement per academic year
- One in-season sports print, digital, twitter event per week
 - ~ 1 x local paper
 - ~ 1 x student internet article
 - ~ 1 x student twitter/Facebook play-by-play campaign
- Improve game program sales by 50%
 - ~ Use Web Design class to design color programs
 - ~ Coordinate with local print company to publish
- Improve attendance for home and away games by 50%
 - ~ 1 x theme, pep-rally before each home game
 - ~ Provide a student spirit bus for each game
 - ~ Publicize head coach weekly radio show and include student/player interviews and feature call-ins or email questions
- District funding, private donations, and public donations cover 100% of program costs each academic year
- 100% fill of all coaching vacancies
- One HS-sponsored youth camp per major sport per academic year
- Mandatory Tiger Time for students who have less than 2.75 GPA during the season
- Dedicated and sports specific weight training class for in-season sports
- 75% letterman jacket purchase and wear rate”

Chairman Alexander asked about the group. Mr. Lawrence replied that their group consists are various parents who represent all the different sports. Chairman Alexander clarified by asking whether they had by-laws. Mr. Lawrence replied, no, they are a group of concerned parents.

Chairman Alexander reminded everyone that we just past a \$2.7 million supplemental levy to just to keep things the same, and because the state doesn't want to fund education, school districts have to go to their communities and ask for these supplemental levies. He said that he didn't know how receptive the community would be for the district to ask for even more money.

Chairman Alexander continued to say that regarding facilities, when you lay it all off on facilities or when you place as much emphasis on facilities as you have, is hard to understand because there have been a few professional players that have come from Marsing, Glens Ferry, Homedale, etc., and many of the small towns don't have stands let alone paved parking lots and there have been a lot of athletes that come out of these small towns; it's a matter of personal commitment to the sport. Discussion began regarding whether new and improved facilities and paved parking lots would improve athletic skill or whether it was a student's personal commitment to the sport that improved the athletic skills. Chairman Alexander added that new & improved facilities and a paved parking lot would cost around \$1 million and the Board just turned a lady down for asking us to join an important professional organization for \$7,000. He said that we have no money; we have a bond from the junior high school that should be retired

in about a year. He said that we tried to raise money to complete the project on the junior high site and it was voted down by the public, so I think there is a lot of public relations that need to be done before any of that would come to pass.

Trustee House stated that she was in favor of booster and support groups, but that this athletic plan is a very aggressive plan and the district doesn't have the money, as a group maybe you can breathe new life into past booster and parent groups; maybe they could inform you of the challenges they also faced as booster and parent groups. She said that she would love to see their group work with the athletic director and the high school principal. Trustee House added that her emphasis was on academics and that it seemed that the group was asking for recognition for student athletes when the academic students sometimes aren't even recognized, so she would like a 50/50 proposal.

Mr. Lawrence said that we as parents are just as enthusiastic about academics, we just think that we could do both at the same time. He added that he didn't think it was just a funding issue, but that the district lacked a plan; it is one thing to not have funding, but it is another to not have a plan and if I were a coach, I would like to know what my budget is for the year. Mr. Lawrence mentioned that regarding academics, he thinks the same could be said for academics. He said that classes only have classroom sets of old textbooks, and that he's very familiar with the issues. Mr. Lawrence added that regarding the facilities, he was familiar with the bond issues a few years, familiar with lack of funding, and familiar with the loss of over 800 teaching jobs throughout the state.

Mr. Lawrence informed the Board that he too grew up in a small town and they too didn't have bleachers, but just because he didn't have bleachers doesn't mean that Mountain Home can't have bleachers; it's not the most important thing. He said that it was essential to have a plan and the importance of a plan, and the funding and the budget. Mr. Lawrence mentioned that we can agree to disagree, but we are all interested in the same thing. He added that what he's looking for is, for example, if he were a private donor and knew that one of the activities needed money, he would like to know what we as a booster club need to do to raise the money or get help. Mr. Lawrence also expressed his concern with the underutilization of the Tiger Time Class, which was poorly attended and should be mandatory for student athletes, we find that attendance isn't what it should be. He said that it was a class for student athletes to be able to do their homework or study or etc., to keep up on their academics.

Chairman Alexander stated that the district needs to start somewhere, and directed the Mountain Home Athletic Parent Group to get together with the athletic director and high school principal to form a committee and come up with something.

Trustee Donahue said that there was a lot in the group's report that she agreed with, and the concept of togetherness supporting the students is an important concept. She stated that it was an aggressive plan and maybe simplify the plan in the beginning, because of the chances of failure by trying to do too much at the same time. She said she liked the comment about that this isn't about the past, because there are many parents who had coaching issues, so it can't be based on that, it has to be progressively based on where we're going in the future. Trustee Donahue asked for the plan to be toned down a bit and pick few items, maybe five to start.

Chairman Alexander directed Mr. Lawrence to contact the athletic director to form a committee. Audience applauded.

V. PUBLIC INPUT –

1. Denise Weis – MHEA President. Ms. Weis informed the Board that she was re-elected as the MHEA President for SY14-15. The Board thanked and congratulated her.
2. Rick Zamora – Parent of Alum - approached the Board gave a little bit of his background regarding sports/athletics and the school district. Mr. Zamora claimed to be approached by the football coaches to

coach and help raise money, but that he was “blackballed” from coaching, which he didn’t have a problem with, and that he is trying to raise \$32,000 for them. He also claimed to have raised a lot of money for the Optimist Program and that every program that he started and started in this town, he was able to raise a lot of money. He said that he doesn’t have any kids in the schools anymore and that his kids succeeded from this school district because of the athletic programs and that the community needs someone to run the athletics the right way. Mr. Zamora claimed to be in contact with Dennis Dillon, Marty Hodge, and Meryl Hodge, an ex-professional football player, and that they were willing to give money to this program. He also claimed that Mountain Home Auto Ranch was willing to give the district \$12,000, but no one called them back and he wanted to know why. He repeated \$12,000 just sitting there and then claimed to get that money back. Mr. Zamora claimed that he already guaranteed the Mountain Home Tiger Athletic Parent Group \$16,000 for new football uniforms. He stated that he was sick and tired of coming back here only to see old jerseys, one of which still had his son’s name on it. Mr. Zamora went on to say that one of his kids was a nurse because of the success of the football program and then talked about local athletes who went professional and how the Optimist Program and high school sports influenced their success. He claims that he has donated a lot of money to the schools for not only sports, but other activities such as band. Mr. Zamora claimed that store manager of Paul’s Market said that they would no longer donate to the school district because the school district shops at other places like Walmart. Mr. Zamora also said that he has a problem with that because the district needs to purchase locally. His discussion continued regarding raising money for sports, having athletic directors who have plans and who support the athletic programs. Chairman Alexander thanked Mr. Zamora and informed him that his time was up and encouraged him to work with the Mountain Home Tiger Athletic Parent Group.

***NOTE: Chairman Alexander called for a break to allow those in attendance to leave (8:04 - 8:13).

VI. **REPORTS –**

***NOTE: Chairman Alexander called Mr. Urquidi to the Dias to report on that day’s state track meet. Mr. Urquidi reported that eight medals were won and the boys came in second overall. The Board thanked him and the audience applauded.

- A. **MOUNTAIN HOME AFB UPDATE –** MHAFB Liaison. LTC Estes reported that the Air Control Squadron is returning. He added that the base was entering into a season of transition with Colonel Griswold leaving for Alabama, the Security Police Commander is deploying to Afghanistan, and that he is also leaving. Chairman Alexander wanted to mention that LTC Estes and COL Griswold have been great to work with and that the district has had to ask favors of them that have never been asked of previous commanders and how it was truly appreciated. He again said that it had been great working with Colonel Griswold and Lieutenant Colonel Estes and wished them good luck.
- B. **SHOWCASE –** Mountain Home High School – Jeff Johnson. Mr. Johnson first informed the Board on a great opportunity some of the high school students had by working with Andy Anderson, a world famous photographer, Jeff Day, Idaho Fish & Game, and Mrs. Martin, the journalism teacher. He said that after the fires in the Boise National Forrest (Pony and Elk Complex Fires) the students went to see devastation with Mr. Anderson and Mr. Day where they were given the opportunity to take pictures. Mr. Johnson added that with the help of Mr. Anderson, Mr. Day, and Mrs. Martin, the student produced a book.

Mr. Johnson then informed the Board that he was told that during last year’s MHHS Showcase, he mentioned numerous time about changing the culture of the high school and that thanks to the district office and Mrs. Sherri Ybarra, Manny Scott was able to present to staff and our students during student assembly on the Culture of Poverty, which had an effect on staff and of the student body, thus starting the change of culture. He continued to say that in his opinion the culture changed in that one particular day. Mr. Johnson mentioned that he had students coming to him in tears thanking him for a meaningful and wonderful presentation

Mr. Johnson reported that right after the fires in which one of the student's home burned down, the student body approached Mr. Johnson and asked to have a fundraiser called Color Run, which people donate money to have colored dyes "thrown" at them as they ran for the cause. He added that the students raised \$3,500 for the family; in turn, the family donated the money to the MHFD Burnout Fund, the largest donation the MHFD has ever received.

Mr. Johnson also informed the Board that Mr. Cotton raised money to purchase shirts for every high school student and have a "Blackout" basketball game, which was awesome seeing a sea of black.

Mr. Johnson mentioned that the [student] volunteer hours were at an all-time high, which was great, and the students upgraded (*inaudible*) and the school spirit and pride is as high as he has ever seen it and he gives all the credit to the students that rallied behind everything. He added that the culture is ten times better than it was last year.

Mr. Johnson reported that last year, he mentioned that they weren't meeting the needs of the Hispanic students. He said that they had a strategic plan to address those needs and have since then hired two bilingual staff members, one the vice principal, Mr. Gunderson, and one a Paraeducator. He added that he could not emphasize the difference that has been made since. Mr. Johnson continued to say that Hispanic parents now have someone they can call with concerns and issues and they feel much more comfortable calling the school. He also added that BlackBoard Connect was purchased in December [districtwide] and it translates [into Spanish] all of the communications to those parents. He continued to say that the Hispanic parents have thanked him numerous times for BlackBoard Connect because they now too receive the same information as all the other parents. Mr. Johnson informed the Board that Mr. Gunderson took 30 Hispanic students to the Hispanic Youth Summit where there were numerous scholarships available for those students and the students were thankful for that opportunity. Mr. Johnson also said that Mr. Gunderson spearheaded a Latino Club, which gives those students a sense of belonging; it all comes down to positive relationships thus creating a growth in the Hispanic students' academics because they now feel valued.

Mr. Johnson addressed Tiger Time. He said that last year at this time he told the Board that it looked great on paper, but wasn't working. He stated that now what staff are seeing are improvements and students are responding, as well as weekly communication being sent to parents on whether their student(s) attended or not; grades are also improving. Mr. Johnson mentioned that parents call and with thanks for Tiger Time, because it gives their student(s) a chance to catch up if they've been out sick, or involved in an extracurricular activity; there are even opportunities to makeup Labs. He said he gave his staff the opportunity to get rid of Tiger Time and all of them supported keeping the class time.

Mr. Johnson also addressed Bennett Mountain High School. He said that some of those students were making Ds and Fs at MHHS, as well as bringing some of the other students' grades down, but once they enrolled in BMHS, not only did their grades improved dramatically, their approach to education improved dramatically, and their self-esteem improved dramatically. He added that it has changed that culture of "I'm failing so why bother." He said it's been a great addition.

Mr. Johnson informed the Board that AVID is coming to the high school next year and his staff are excited. He said that MHJH has had AVID for two years so we've been able to set up small things already and that he planned to send a team to the AVID Summit in August. He continued to say that with the resources in the SIC, MHHS received numerous offers of assistance setting up the curriculum.

Mr. Johnson wanted to add that Mr. Goodman has been a great asset and addition to this district especially regarding technology and how teachers who were hesitant with technology, now are willing due to his approach and his expertise.

Mr. Johnson addressed the dual credits and how parents were very appreciative of those classes. He

said that MHHS has five students that will enter college as sophomores because of the dual credit courses they took. Mr. Johnson informed the Board that MHHS had 1,405 enrollments in dual credit classes, and that dual credit courses are just for juniors and seniors; it's a great opportunity for students and the credits are much less the cost of what they are in college.

Mr. Johnson mentioned that the Board was emailed the PSAT/NMSQT 2013-14 Summary of Answers and Skills Report for the sophomore and junior classes and explained the PSAT, the scoring, and importantly the information that is available to assist teachers in areas needing improvement, it even explains that questions and explains how the answers came to be. He concluded by showing a slide presentation made by students of students and how they wanted MHHS to be presented to you.

Chairman Alexander asked about the NerdFest Club and Mr. Johnson responded that it is the biggest club on campus; it is mainly a lunchtime club mentored by Mr. Anderson in which students engage with other students who are much like them; it involves all the typical "nerd" activities and one of the Valedictorian's mentioned NerdFest. He said that originally he was hesitant when students approached him about it eight years ago, but parents have continually thanked him because they said that their student didn't fit in anywhere else, but because of NerdFest, their student has become engaged, hopeful, and improved self-esteem.

VII. UNFINISHED BUSINESS – None

VIII. NEW BUSINESS –

A. TRAVEL REQUEST –

1. Girls Soccer Team - MHHS – Coerver High School Girls Soccer Camp, Salt Lake City, Utah, June 29-July5, 2014 – Kent Ogaard. Mr. Ogaard requested permission to take the MHHS Girls Soccer Team to soccer camp in Salt Lake, City, Utah, from June 29-July 5, 2014. Trustee Checketts motioned for approval of the travel request for the MHHS Girls Soccer Team to travel to Salt Lake City, Utah, for a soccer camp, June 29-July 5, 2014, as presented by Mr. Ogaard. Trustee Reynolds seconded the motion. Motion approved.

B. OUT-OF-DISTRICT OPEN ENROLLMENT APPLICATIONS – James Gilbert. Mr. Gilbert requested approval of the open enrollment application for the 2014-2015 school year.

1. Cheree Tank for Johnathan Parrett, 12th grade, MHHS

The parents will provide transportation to and from school.

Trustee House motioned to approve the Out-of-District Open Enrollment Application as presented by Mr. Gilbert, with a second from Trustee Checketts. Motion passed.

C. AUTHORIZATION TO PARTICIPATE IN THE SCHOOL LUNCH AND BREAKFAST PROGRAM – Cliff Ogborn. Mr. Ogborn requested the Board approve the annual request for the district to participate in the federally mandated National School Lunch and Breakfast Program. Trustee Donahue moved to approve the renewal agreement of the FY 2014-15 National School Lunch and Breakfast programs as federally mandated Motion seconded by Trustee Reynolds. Motion carried.

D. PERSONNEL – James Gilbert. Mr. Gilbert requested approval of the personnel items, administrative change, retirements, regular appointments and the addendum. Trustee House motioned to approve the personnel items and addendum, as presented by Mr. Gilbert, with a second from Trustee Donahue. Motion approved.

ADMINISTRATIVE APPOINTMENTS 2014-2015 SCHOOL YEAR

Straw, Anita S., Principal, North Elementary School

APPOINTMENTS

Phillips, Annika S., English Teacher, MHHS
Rayfield, Benjamin A., Speech Teacher, MHHS

RESIGNATIONS

Guevara, Oscar, JV/Asst Varsity Boys’ Soccer Coach, MHHS; effective: May 19, 2014
Handy, Tara A., Director of Educational Services, MHSD#193; effective: June 16, 2014
Kulm, Angela R., Psychologist, Educational Services, MHSD; effective: May 21, 2014
Lockett, Jay A., Behavioral Intervention Paraeducator, West Elementary; effective: April 25, 2014
Lockett, Jay A., Head Varsity Boys’ Soccer Coach, MHHS; effective: April 25, 2014
Lockett, Jay A., 8th Grade “B” Boys’ Basketball Coach; MHJH; effective: April 25, 2014
Salinas, Barbara A., Title I Paraeducator, North Elementary; effective: May 21, 2014
Smith, Lonni, Head Junior Varsity Softball Coach, MHHS; effective: May 31, 2014
Valerio, Erlinda, Pre-School Teacher, West Elementary; effective: May 21, 2014

RETIREMENTS

Sanders, Polly S., Principal, North Elementary School; effective: July 31, 2014

- IX. **EXECUTIVE SESSION** – Negotiation and Personnel Matters. Chairman Alexander called for a motion for the purpose of allowing the Board to retire into executive session to discuss personnel matters regarding staffing and the status of ongoing negotiations between the MHEA and District Administration. After a full and complete discussion and upon motion duly made by Trustee House and seconded by Trustee Donahue, the following resolution was presented:

RESOLUTION TO ADJOURN INTO EXECUTIVE SESSIONS

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 and the status of ongoing negotiations between the MHEA and District Administration as authorized by Title 33, Sections 511(2), 33-512(2)(12)(13), 33-513(1), and Title 67, Sections 67-2341 through 67-2345(1)(a)(c), 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 8:40 p.m. to discuss personnel matters regarding staffing and the status of the ongoing negotiations. Others present: The attending board members, Superintendent McMurtrey, Assistant Superintendent Gilbert, Clerk Whitman, and Cliff Ogborn. Following a full and complete discussion of the personnel matters, the Board reconvened into open session at 9:47 p.m. No motion 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 9:48 p.m.

Chairman Alexander

Clerk Whitman