

SCHOOL BOARD MEETING
MAY 21, 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, Stehvn Tesar, Sharon Goldsby, Jeff Johnson, Albert Longhurst, Nikki Crusier, Anita Straw, Polly Sanders, Colonel Griswold, Bobbie Lockett, Elyse Pearlman, Junana Ibarra Gonzalez, Tilli Abbott

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 changing two teachers from Category III to Category II, and change the MHHS course elimination from French to Social Studies under 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 Reynolds. 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 16, 2013, AND THE SPECIAL BOARD MEETING OF APRIL 23, 2013, AND THE SPECIAL BOARD MEETING OF APRIL 29, 2013.** Chairman Alexander called for a motion to approve the minutes of the regular board meeting of April 16, 2013, and the special board meeting of April 23, 2013, and the special board meeting of April 29, 2013. There being no comment, Trustee Reynolds moved to approve the minutes of the regular board meeting of April 16, 2013, and the special board meeting of April 23, 2013, and the special board meeting of April 29, 2013, with a second from Trustee Donahue. Motion approved.
- II. **FINANCIAL REPORTS** – Cliff Ogborn. Mr. Ogborn reported on the financial statements for April 2013. The statements for April reflected a balance of \$1,048,314. Unobligated cash and investments are \$2,520,332 net of interfund payables. The Income Statement reflected revenue through April is \$17,771,637. Expenses show salaries are at \$10,731,934 of original budget, and benefits are \$3,402,252. As of April 30, we have a net margin of revenue in excess of expenses of \$468,338. Chairman Alexander asked if the District had received any more Impact Aid checks. Mr. Ogborn replied no, but we are current as of FY2010. 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 Reynolds. Motion carried. (A full and complete listing of the District’s bills may be reviewed at the District Office, Accounts Payable.)

IV. **DELEGATION –**

1. **NAMING THE INDOOR HITTING FACILITY** - Mark Cotton. Mr. Cotton asked permission to name the indoor hitting facility the “Walborn Hitting Facility” after Mr. Soapy Walborn. He said the project was made successful through an abundance of hard work and help from private donors. Mr. Cotton continued to say that one of the biggest donors was Jack Walborn, Soapy’s son, who not only donate \$20,000, but also provided the heaters for the building.

Mr. Cotton mentioned that he approached Jack Walborn and asked about possibly naming the facility after him, but Jack wanted the facility named after his dad, Soapy Walborn. He then explained that Soapy helped build the current varsity baseball field through his significant donations, which impacted the lives of many baseball players; his time and success with the American Legion baseball organization is the reason that organization is one of the filter organizations for MHHS baseball. Mr. Cotton felt that Mr. Soapy Walborn is deserving of naming the hitting facility after him.

Chairman Alexander wanted it on record that the reason the baseball field wasn’t named after Soapy [Walborn] is that there were many people who donated, contributed, and help build that field, but he feels that Soapy is deserving of naming the hitting facility after him.

Trustee Reynolds asked if there was any consideration about naming the facility after David Freer who was a longtime Mountain Home resident and a big baseball supporter. Mr. Cotton replied that yes, Mr. Freer was considered, but he had passed before the money was raised to complete this project. A discussion began regarding the reasons for naming the facility after Mr. Walborn.

Trustee House stated that she normally doesn’t support naming a facility after a person, but in this case, she supports naming the hitting facility after Mr. Walborn.

Trustee Checketts motioned to schedule a public hearing to receive testimonials from the public regarding naming the Indoor Hitting Facility Building after Mr. “Soapy” Walborn. Trustee Reynolds seconded the motion. Motion passed.

Discussion continued to clarify that the notice include that written testimonials could be mailed or emailed to the clerk no later than the day of the public hearing.

V. **PUBLIC INPUT – None**

VI. **REPORTS –**

- A. **MOUNTAIN HOME AFB UPDATE** – MHAFB Liaison. Colonel Griswold. Colonel Griswold informed the Board on how the base views the affects of Sequestration. He went on to say they received some money, but have been frugal with their spending. Colonel Griswold stated that the base feels that they can meet their budgetary needs as compared to other bases and commands.

Colonel Griswold added that the base received notice that they have been approved to demolish the two empty school buildings on the base, but it’s predicated on funding. They have until the end of the fiscal year to find the funding for demolition.

Colonel Griswold continued to say that construction on the base isn’t anywhere near what it used to be. He also described some of the smaller construction projects on the base. He added that they did received approval for future repairs to their taxiway.

Colonel Griswold went on to explain how Sequestration affects the base. He said that the Secretary of State authorized eleven (11) furlough days for all civilians on base who are paid through appropriated funds; they would be furloughed one day each week starting July 8 through to the end of the fiscal year.

Colonel Griswold concluded by informing the Board that the Northern Tier Housing Privatization Project Plan was finally approved and should begin in 90-days (August 13). He wasn't sure what the impact would be or how it would affect families living on or off the base. Colonel Griswold felt that with the contract for privatization, which includes the building of an additional 60-housing units, and with the base having some of the newer housing in the Air Force, and with the base's location he doesn't think that families would move, but he can't make any guarantees.

Chairman Alexander stated that he too wasn't sure what the impact of privatization would be either, but he felt that with the privatization, the District would lose even more Impact Aid funding. He said that with the Sequestration, the District worries about the loss of "B" students further reducing Impact Aid funding. Chairman Alexander continued to say that with the deployments at the base, he fears that spouses of the deployed personnel justifiably might take their children and move to be nearer their families, which also reduces Impact Aid.

Colonel Griswold respectively disagreed by saying the families of small children might opt to be nearer their families, but the families of school-aged children would remain in the area, as Military families are use to these types of deployments.

Discussion continued regarding spouses and children of deployed personnel. Mr. McMurtrey thought it would be better to send out the Federal Survey Cards in late fall, we should wait until November to send it out.

- B. SHOWCASE** - Bennett Mountain High School - Stehvn Tesar. Mr. Tesar presented student information on Bennett Mountain High School. He informed the Board that the doors to BMHS opened in January 2013.

Mr. Tesar began by stating that he and his students were very aware of the controversy and of the negative comments in the Mountain Home Newspaper and the Mountain Home Newspaper Bloggers regarding opening BMHS. Mr. Tesar showed his students the mean-spirited articles from the Mountain Home bloggers and the equally mean-spirited articles in the Mountain Home Newspaper regarding how some of the community viewed his students. He is very happy and proud to say that his students proved them wrong. Mr. Tesar added that some very positive news articles about BMHS have since been published in the Mountain Home Newspaper and he hasn't heard anything from the Bloggers.

Mr. Tesar said that in a period of sixteen (16) weeks there has been a lot of student success. He said that they have a 4-Block schedule and within those blocks, the students are enrolled in four (4) classes, thus providing them the opportunity to receive four (4) credits per block, equaling sixteen (16) credits per year. He also stated that this is actually more credits than what the MHHS students can receive, which gives the BMHS students an opportunity to catch up with their MHHS peers.

Mr. Tesar presented the data that he had to date. He said that they first they opened the doors with 30 students. He then informed the Board that in order for BMHS to qualify as an alternative school the students have to be considered "At-Risk" students to enroll, they had to fall into three out of five "At-Risk" categories. Mr. Tesar explained that within those categories there were 19 students who repeated at least one grade; there were 17 students who were absent more than 10% of the time; there were 13 students with less than a 1.5 GPA; there were 20 students who failed one or more academic subjects; there were 16 students who were two or more semesters behind their classmates; there were 3 students with substance or behavior issues; there were 5 student who were pregnant or already parents; there were 4 student who were suspended two or more times; there were 3 dropouts, and one emancipated student.

Mr. Tesar informed the Board that one of the common trends of these “At-Risk” students not being successful at MHHS was due to their amount of absences. He said that prior to attending BMHS, a common trend was that the 30 students had a combined absentee rate of 198 absences the semester prior to enrolling in BMHS, since enrolling in BMHS, there have only been 44 absences. Mr. Tesar explained that the students have to sign a contract regarding absences; Mrs. Goldsby calls all the absent students within first 10-15 minutes of school starting to find out why they are absent. He went on to explain that since the first couple of weeks of school, the students have taken ownership of their absenteeism and they call BMHS to inform Mr. Tesar and Mrs. Goldsby that they are running late, or their children are sick, or etc. He feels it is because they feel like they are actually wanted in class; they are missed. He also informed the Board that prior to enrolling in BMHS, the student’s average GPA was a 1.88; it has jumped to a 2.09 after 8-weeks.

Mr. Tesar reported on the numbers that indicated success for MHSD. He said that nine (9) of the students enrolled in BMHS were not previously enrolled in our district, they were enrolled at other districts or not enrolled at all, so we’re bringing back students who would otherwise not be educated. He also said that eighteen (18) students from MHHS who were a potential a loss from our district and were potential dropouts now are still enrolled in our District in BMHS. Mr. Tesar informed the Board that unfortunately, BMHS lost three (3) students; one for disciplinary reasons; one pregnant student had a child who had chicken pox and therefore due to the number of absences the student had to withdraw and plans to return next year, and the third student moved away.

Mr. Tesar said the there are four BMHS seniors who will graduate on time with their class; two of the students would not have graduated on time if it wasn’t for BMHS; one of the graduates is a 20-year old who had dropped out six other times at other schools and has a child, he graduates this year. He continued to say that another advantage of BMHS is that he had a senior from MHHS who was short two credits to graduate, so she enrolled in two online courses at BMHS and will walk with her class.

Mr. Tesar informed that Board that one of the many successes of having the alternative setting and having made a difference is starting school at 8:30 a.m. He said it sounded strange, but by starting school 40-minutes later has improved the attendance and tardy rates. He also informed the Board that smaller class size is another one of the most important benefits in the alternative setting. Mr. Tesar mentioned that a class shouldn’t really have more than fifteen (15) students; by having fifteen (15) students in a class allowed him the opportunity to establish a relationship with his students, also a great benefit. He added enrollment in BMHS removes the students from the bad influences of some of their friends/peers. Mr. Tesar also added that BMHS provides some supplies such as paper; therefore, the students have no excuse for not doing assignments.

Mr. Tesar explained that the curriculum is a Mastery-based curriculum, which is online learning through PLATO. He said that if a student doesn’t understand a unit (lesson), the student continues until they get an 80%. Mr. Tesar added that the student must continue the program until(s)he “masters” it before (s)he can move on to the next lesson; those who want to move faster may, and those who are slower are given the opportunity to learn and be successful at their pace. Mr. Tesar added that there was a “No Homework” policy, which has improved student grades. He explained that in the main-stream setting the students weren’t being successful even though they knew the subject matter and scored well on the tests/assessment, they were unsuccessful because they were being graded on homework in conjunction with the other classroom assignments, they knew the subject matter, but weren’t willing to do the out of classroom assignments. Mr. Tesar added that there is an “Early Out Friday” incentive, which is if a student has Cs or better in all their classes, and 100% attendance rate that week, that student may leave at 2:00 p.m. on Friday - it’s amazing what a student would do to leave early on Friday, he added. Mr. Tesar also explained that BMHS is a comfortable environment for all; it goes hand-in-hand with smaller classroom size.

Mr. Tesar mentioned that BMHS and MHHS are sister schools and they benefit from each other.

He said that BMHS students participate in extracurricular activities and assemblies, in fact, they hosted this year's prom, and MHHS students can catch up on credits or credit recovery at BMHS. Mr. Tesar added that BMHS could be of help to homebound students as well. He mentioned that the Welding teacher at MHHS (Vocational-Technical) agreed to provide some after school classes, and some students might be able to register for Choir.

Mr. Tesar explained that each Block would have some sort of Community Service requirement. He proudly explained that this year, BMHS participated in the BLM project of planting sagebrush in the King Hill area to assist in the recovery after last summer's fires. Mr. Tesar informed the Board that the BMHS students not only planted all the sagebrush they were given, they were the last students to stop working to go to lunch. He said that before they ate their lunch, the BMHS students shook the hands of each BLM staff and thanked them for the opportunity to help with the restoration and thanked them for lunch. BMHS received a letter from the BLM thanking the BMHS students for being "stand-up" students.

Mr. Tesar informed the Board that the BMHS students have school pride. He said that he thinks it is very important to have the "buy-in" to the school. He continued to say that his students don't have a school uniform, but are required to wear some sort of collared shirt such as a polo shirt; they also clean their own building. Mr. Tesar mentioned that in the BMHS setting, students who in the traditional school setting would not normally get along or hang out in fact do actually hang out at BMHS.

Mr. Tesar reported that he has a confirmed 60 students for next year, of which there might be 10-12 teen parents, and a waiting list of another 15 students depending on how big the Board would like BMHS to be. He requested additional teaching staff, especially with the additional student enrollment and the Smart Assessment Initiative (Common Core Standards). He included one counselor component considering his students are "At-Risk" and have many issues and problems. Mr. Tesar informed that Board that he brought the teen parents subject to their attention because to help these teen parents, he hopes that the Board would someday provide some sort of daycare; it would allow them the time and peace of mind to attend school, which is the difference of teen parents graduating high school or being dropouts. He feels that if we had a daycare, we would have even more students enroll.

One of the BMHS students approached the Board and thanked them for providing the alternative school. She said that she is a teen mother of two and had it not been for BMHS, she would not be able to finish her education and graduate high school, and now she is close to getting her high school diploma. She said the value of a high school diploma means so much to her and something she will be proud of and something she can show her children to encourage them to finish school. She said she was very thankful to Mr. Tesar and Mrs. Goldsby.

The Board asked the BMHS student what she would like to see different about the school. She responded by saying that a daycare would make the biggest difference regarding the success of some of the students. She also said that as a parent, she wouldn't be distracted because she would know that her children were being taken care of and safe in the daycare; her attendance would improve as she would fewer tardies and absences; she would be able to concentrate more on her studies knowing her children were in a safe place. The BMHS student added that as much as she trusts and appreciates Mr. Tesar, BMHS needs more teachers to help students like her; she would like to see BMHS grow; she even encourages her friends to enroll. The BMHS student ended by informing the Board that she felt that the two most important things to her and her friends was to add more staff and add a daycare to BMHS.

Mr. Tesar concluded his presentation by thanking the Board for providing the educational opportunity for the At-Risk students; it has made a difference in just the first year alone. He also thanked the staff at HMS and other district staff for their assistance. The Board thanked Mr. Tesar and applauded his hard work and success at BMHS. Chairman Alexander mentioned that funding

for alternative schools is generous, so it might be possible to add staff.

VII. **UNFINISHED BUSINESS –**

A. **POLICY ADOPTION - 2nd Reading – James Gilbert**

1. **Special Education - 504 Extracurricular Activities Policy** - Mr. Gilbert presented the 2nd 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 Checketts motioned to approve the second reading of the adoption of the Special Education - 504 Extracurricular Activities Policy, as presented by Mr. Gilbert. Trustee Reynolds seconded the motion, Motion carried.

**MOUNTAIN HOME SCHOOL DISTRICT NO. 193
MOUNTAIN HOME, IDAHO 83647
POLICY
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).

B. POLICY REVISION - 2nd Reading – James Gilbert.

1. **Reduction in Force Policy** - Mr. Gilbert presented the 2nd 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 House motioned to approve the second reading of the revisions to the Reduction in Force (RIF) Policy, as presented by Mr. Gilbert. Trustee Checketts 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) days 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. **INTENT TO OPERATE RENEWAL AGREEMENT** – Sodexho Marriott – Cliff Ogborn. Mr. Ogborn requested authorization to continue the renewal with Sodexho Marriott Food Service contract for the upcoming year. Trustee Reynolds asked if any other company has ever bid for the food service contract and Mr. Ogborn replied that Chartwell has and he added that the food service contract is up for bid next summer. Trustee Checketts moved to approve the continued renewal contract agreement for school year 2013-14 with Sodexho Marriott, as presented by Mr. Ogborn, with a second from Trustee Donahue. Motion carried.
- B. **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 National School Lunch and Breakfast Program. Trustee House moved to approve the renewal agreement of the FY 2013-14 National School Lunch and Breakfast programs. Motion seconded by Trustee Reynolds. Motion approved.

- C. **PERSONNEL** – James Gilbert. Mr. Gilbert requested approval of the personnel items. He said to clarify the addendum; two teachers from a category 3 moved to a category 2 because they are on alternate certification and have not yet completed it. Trustee Checketts motioned to approve the personnel items and addendum, as presented by Mr. Gilbert, with a second from Trustee Donahue. Motion carried.

APPOINTMENTS

Acarregui, Erin, 2nd Grade Teacher, West Elementary School
Donaldson, Tracy L, Social Studies Teacher, MHHS

CATEGORY “2” CONTRACTS

AIRHART, SHONDA K.	ANDERSON, KELLI J.
AUBERT, KRISTINA L.	CARTER, KARYN D.
CHANDLER, TIMOTHY B.	COCHRAN, KRISTA L.
DEVORE, ROY L.	DURAND, ANITA M.
GUSSENHOVEN, KAYE M.	KIRK, SAMANTHA R.
LOVEJOY, MARY A.	MANANTAN, ASHLEIGH M.
OGAARD, JUDY L.	RODNEY, AARON K.
RUDEEN, TENILLE C.	SCHULTZ, AMANDA D.
SUTTON, MELONIE C.	VICK, JAMIE L.
WALLAERT, KRISTOPHER K.	

CATEGORY “3” CONTRACTS

ARRIETA-RESNICK, NEKANE F.	AUSTIN, APRIL
BARGMAN, LORI A.	BURKE, JANIE A.
COOK, CYNTHIA M.	COTTON, MARK A.
CRAWFORD, KATIE J.	DAY, SARAH B.
DEVORE, ROY L.	DILLARD, ROSE E.
DURAND, ANITA M.	FAHEY, AMANDA L.
GLIDDON, ANN M.	HEINZE, BETHANY A.
LOGUE, STEPHANIE	MUILENBURG, JESSICA R.
NEGRI, CHRISTINE D.	PEARLMAN, ELYSE S.
PROUTY, FREDERICK M.	SHERIDAN, MICHELLE M.
SMITH, LONNI M.	STEAR, MICHAEL L.
VAUGHN, CARLOTTA J.	WILLOUGHBY, TRAVIS J.
YOUNG, BRET M.	YOUNG, JODY A.

RETIREMENTS

Raney, Phillip D., Director of Maintenance, MHSD#193; effective: June 30, 2013

RESIGNATIONS

Ross, Suzie, Special Education Teacher, East Elementary School; effective: May 22, 2013
Ketchen, Carisa, Science Teacher, MHHS; effective: May 22, 2013
Henkes, Julia, 4th Grade Teacher, West Elementary School; effective: May 22, 2013
Schweiger, Brian T. Special Education Paraeducator, MHHS; effective: May 22, 2013
Lay, John, Special Education Teacher, North Elementary School; effective: May 22, 2013
Tesar, Stehvn, Head JV/Assist Varsity Girls’ Basketball Coach, MHHS; effective: May 13, 2013

- IX. **EXECUTIVE SESSION** – Student Matters, Personnel Matters, and Negotiations. Chairman Alexander

called for a motion for the purpose of allowing the Board to retire into executive session in order to hear two petitions for math credits, one hearing for a possible student expulsion, personnel matters regarding placing a certified employee on probation, change the MHHS course elimination from French to Social Studies, and to discuss the status of the negotiation proceedings. 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 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 hear two petitions for math credits, one hearing for a possible student expulsion, personnel matters regarding placing a certified employee on probation, change the MHHS course elimination from French to Social Studies, and to discuss the status of the negotiation proceedings as authorized by Title 33, Sections 33-205, 33-511, 33-512, 33-513, and Sections 67-2341 through 67-2345(1)(a)(b), Idaho Code.

BE IT FURTHER RESOLVED That following the executive session, the Board of Trustees will convene into public session for further business or adjournment of the meeting.

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 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, the chairman had declared said resolution adopted, and the Board recessed into executive session at 8:50 p.m. to hear the petitions for a math waiver. 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 student petitions for a math waiver, the Board reconvened into open session at 8:54 p.m. A motion by Trustee Checketts to authorize the math waiver to (Name on File) and (Name on File) received a second by Trustee Donahue. Motion granted.

The Board entered back into executive session at 8:56 p.m. to discuss the MHHS course elimination from French to Social Studies. 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 reasons for the MHHS course elimination from French to Social Studies, the Board reconvened into open session at 8:59 p.m. No motion was necessary.

The Board reconvened into executive session at 8:59 p.m. to hold a hearing for a possible student expulsion. 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 student expulsion hearing, the Board went into open session at 9:03 p.m. A motion by Trustee Checketts to deny attendance to (Name on File) to Mountain Home School District for actions deemed detrimental to the health and safety of students and staff received a second by Trustee Donahue. Motion granted.

The Board entered back into executive session at 9:04 p.m. to discuss placing a certified teacher on probation. Others present: The attending Board members, Superintendent McMurtrey, Assistant

Superintendent Gilbert, Clerk Whitman, and Cliff Ogborn. Following a full and complete discussion of the possibility of placing a certified teacher on probation, the Board went into open session at 9:10 p.m. A motion by Trustee Donahue to place a certified employee on probation for the entire first semester of the 2013-14 school year, received a second by Trustee Checketts. Motion granted.

The Board again entered into executive session at 9:10 p.m. to discuss the approval of the ratification of the master agreement. Others present: The attending Board members, Superintendent McMurtrey, Assistant Superintendent Gilbert, Clerk Whitman, and Cliff Ogborn. Following a full and complete discussion of the negotiation proceedings, the Board went into open session at 9:17 p.m. A motion by Trustee House to approve the ratification of the master agreement received a second by Trustee Reynolds. Motion granted.

- 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 9:18 p.m.

Chairman Alexander

Clerk Whitman