



# West Ada

## SCHOOL DISTRICT

### SCHOOL BOARD MEETING MINUTES

**November 17, 2015**

Date, Place & Time	The regular meeting of the Board of Trustees, West Ada School District, convened at 5:30 p.m. on Tuesday, November 17, 2015 at the District Service Center, 1303 E. Central Drive, Meridian, Idaho.
Trustees in Attendance	Chairman Tina Dean, Dr. Russell Joki, Dr. Julie Madsen, Carol Sayles, Mike Vuittonet
Staff in Attendance	Joe Yochum, Trish Duncan, Troy Stephens, Eric Exline, Devan Delashmutt, Jackie Thomason, Mandy White, Dave Moser, Alex Simpson, Debbie Artstein, Bruce Gestrin, Geri Gillespy, Cindy Sisson, Teri Powell, Staci Low
Guests	Shana Hawkins, Doni Davis, Jennifer Fletcher, Kasey Schlienz, Ed Daniels, Randy Yadon, Scott Hill, Sue Darden, Eric Eschen, Craig Ayala-Marshall, Jamie Dobson, Debbie Gourley, Lisa Austin, Sarah Holt, Loraine Hand, Reid Olsen, Beth Reechie, Rob Lundgren, Mary Ollie, Brooklyn Schneidt, Matt Genetti, Brittany Amos, Diane Monsen, Jen Logan, Scott Curtis, Geoff Stands, Karen Pierce, Calli K., Kenzie Clark, Renee Sperry, Rene Ozuna, Lyndy Hailey, JD Sexton, Kellie Taylor, Nancy Bowden, Jake Bowden, Ryan Weiss, Logan Monsen, Lynda Robbins, Kevin Leishman, Stephanie Denton, Ronda Hanson, Khristie Bair, Brian Dickens, Mia Dickens, Karen Harr, Christine Donnell, Nancy Rutan, Lisa Doyton.

#### CALL TO ORDER

Chairman Dean

#### Spotlight

Galileo First LEGO League Team – Students from Galileo shared a report on the First LEGO League which is an organization that challenges fourth through eighth graders to create a solution to a problem, this year's problem was trash. Their goal was to think of a way to keep garbage out of the landfills or to reuse the garbage. The team decided to repurpose Caine's Arcade, a cardboard recycling program developed by nine year old Caine Monroy. The team developed games using only recycled materials to help students at the school see recycling as something fun, interesting, and exciting.

Meridian Technical High School Annual Report – **Randy Yadon**, MTCHS principal, shared an overview of the school which is in its 16<sup>th</sup> year of operation. Mr. Yadon reviewed the school's academic proficiency, mission, operation and financial status. **Chairman Dean** asked if the lower female enrollment in their programs was indicative of the industry. **Mr. Yadon** replied it probably was, they are seeing growth in the number of females in computer and web design. They are trying to recruit techniques to pique the interest of the female student. **Trustee Vuittonet** stated his appreciation of their program, and the opportunities they present to the students of the district. **Trustee Joki** asked about their efforts to recruit female students and if

they had set goals and continued with a question regarding the selection process. **Mr. Yadon** replied they did not have a specific number as a goal, the change in their recruiting process began about two years ago with changes to their literature to make it less male oriented. The student selection is set by state code using a random lottery draw. **Trustee Joki** hopes to see the charter board set a goal of increasing the number of female students that would be achieved in a specific amount of time. **Mr. Yadon** thanked the board for their collaboration with the school and the opportunity to work with the district.

Meridian Medical Arts Charter High School Annual Report – **Scott Hill**, principal of MMACHS, shared his overview of the school in their 12<sup>th</sup> year of operation speaking to the students enrolled in their school, test scores and the growth of college level classes since the inception of their program. They are doing a graduate survey using former graduates to collect data on successes or failures so they can improve programming at their school. **Chairman Dean** asked if their internship time was during the school day. **Mr. Hill** replied it was during the regular school day, they use the AB block like West Ada School district does but their students are required to have 120 hours of an internship as part of their senior year. **Trustee Vuittonet** commended the school for their work and what they do for kids. **Trustee Joki** asked if they had a goal for recruiting more male students to their school. **Mr. Hill** replied they are bound by the same random lottery laws, but they are working to make their presentations to fit both male and female students. **Trustee Madsen** asked how the school ends up with students from outside the district. **Mr. Hill** replied they can come into the school as sophomores if there are openings. **Chairman Dean** thanked Mr. Hill for his presentation and for offering student an education in a way the district cannot.

Amended Agenda Approved

Trustee Sayles moved, Trustee Vuittonet seconded and the vote was unanimous to amend the consent agenda by moving the following items to discussion/action as Items 9, 10 and 11 and to approve the remaining items as presented:

- Item 9, request to seek Alternative Authorization – Content Specialist for Kristine Kempthorne to teach Extended Resource Room at Eagle High School;
- Item 4, minutes of the October 13, 2015 regular board meeting;
- Item 13, recommendation to approve a land lease agreement with Verizon Wireless for a cell tower to be constructed at Eagle High School on the north side of the football field.

Approved items are as follow:

Payment of bills dated October 1-31, 2015;

P-card payments dated September 1-30, 2015;

Monthly budget report;

Associated student body reports;

Employment recommendations;

**Consent Agenda – cont.**

Requests for leave without pay for:

- Tana Bovee, paraprofessional, four (4) days;
- Jenny Hanson, paraprofessional, three (3) days;
- Benita Harper, paraprofessional, two (2) days;
- Tracy Moffett, teacher, sixty (60) days;
- Tia Rhodehouse, teacher, one hundred twenty (120) days;
- Tina Vucinich, teacher, two (2) days;

Requests for professional and activity leave for:

- Jean Dean, three (3) days to attend the School Nutrition Industry Conference in San Diego, California;
- Deena Funk, one (1) day to attend the Leader in Me Conference in Twin Falls, Idaho;
- Kelly Hahs, two (2) days to attend the USCGA Educator/Influencer Summit in New London, Connecticut;
- Kimber Chrz, six (6) days to attend the National Athletic Director Conference in Orlando, Florida;
- Jason Leforgee, three (3) days to attend the NAESP National Leaders Conference in Washington, D.C.;
- Jason Leforgee, three (3) days to attend the NAESP Zone 9 Meeting in Salt Lake City, Utah;
- Staci Low and Angie Neal, two (2) days to attend the State Professional-Technical School Regional Administrator’s Meeting in Idaho Falls, Idaho;
- Michelle Mallett, two (2) days to attend the National High School Journalism Convention in Orlando, Florida;
- Barbara Oldenburg, three (3) days to attend the 2016 Kennedy Partners in Education Annual Meeting in Arlington, Virginia;
- Jacalyn Thomason, six (6) days to attend the 2016 Delivering High-Impact Professional Development Training Conference in Orlando, Florida;

Non-resident student enrollment requests for the 2015-2016 school year;

Request from the Renaissance High School choir to attend a clinic/performance in Seattle, Washington as outlined in Policy Code No. 503.7;

Proposed traditional and modified calendars for the 2016-2017 school year;

Requests to improve district property:

- Addition of a storage shed at Rocky Mountain High School to store supplies, materials and equipment for the Professional Technical Education Agricultural Science courses and Intro to Mechanics and Small Gas Engines courses, funded through a grant from the 2015 Idaho Quality Program Standards Grant Initiative;
- Addition of a counter and storage cabinets to Room 108 at Rocky Mountain High School to store supplies, equipment and teaching materials for the Professional Technical Education Agricultural Science and Intro to Mechanics and Small Gas Engines courses,

**Consent Agenda – cont.**

funded through a grant from the 2015 Idaho Quality Program Standards Grant Initiative;

- Removal of an old dumpster enclosure at Summerwind Elementary;
- Addition of a structural steel awning to cover the fire truck at the Ada Professional-Technical Center, funded through Professional-Technical School Magnet funds;

Recommendation to schedule a special meeting of the Board of Trustees, Thursday, November 19, 2015, 6:00 p.m. at the Eagle Middle School library. The board will use this time as a listening session for patrons to share thoughts regarding the next superintendent;

Disposal of surplus equipment;

Disposal of surplus vehicle;

Recommended student expulsions.

**Discussion/Action**

Hillsdale Elementary  
Update

**Dr. Bruce Gestrin** introduced representatives from Hummel Architect and Russell Corporation who provided a review of project design, programming and finance on the Hillsdale Elementary project. Those in attendance were: Ed Daniels, owner Hummel; John King, lead architect, Hummel; Toby Norskog, architect, Hummel; Beth Beachy, media, Hummel; Neil Russell, owner, Russell Corporation; Chris Jones, Russell Corporation; Julie Knight, bookkeeper, Russell Corporation; and Scott Curtis, vice president, YMCA.

**Ed Daniels** – provided a brief overview of Hillsdale Elementary which began with an RFP for architects using a selection committee consisting of representatives from the YMCA, the City of Meridian, and West Ada School District. Proposals were sent out in March, 2014, interviews were done in May, 2014 and Hummel was engaged in late May, 2014. A bond proposal went out in March, 2015 that included construction of Victory Middle (\$30M), Hillsdale Elementary (\$10M), Star Middle School (\$30M), completion of the remodel at Meridian High School (\$24M), and funds to purchase future school sites (\$2M). The board has approved costs at Victory Middle of \$27,378,047; Meridian High School, \$20,637,382, and Hillsdale Elementary, \$14,211,226. Star Middle School construction is still in the estimating stage and those numbers will be shared with the board when they are available. Projected costs for the bond at this time are around \$94M. At the administrations direction, Paramount Elementary was used as a base model for programming design and project expenses. This project had extensive off-site expenses as well as additional program square footage requested for partnership areas. Code requirements for a larger structure that includes the partners required the use of concrete and steel as compared to a wood frame process at Paramount Elementary. Another issue was updates to the energy code required for the building which resulted in more energy efficiencies. The Hillsdale site was donated by Brighton Construction and consisted of five acres, Paramount sits on 10 acres. There was infrastructural needs to get the site ready and the topography required a two story design.

John King - There were unique issues with the donated land, the property had no road and infrastructure for the school site. The district was responsible for building 900 feet of road, street lights, overhead lines from Amity Road, ACHD required deposits and costs associated with the addition of gravity irrigation for the open ditch that ran across the property. Mr. King reviewed the components of the school which are exactly like other elementary schools in the district. The cafeteria has been oversized to cover as the gym until the YMCA is built and based on input from staff, offices, work space, and classrooms were designed for better functionality.

Chris Jones, Russell Corporation – spoke to the advantage of the CM/GC delivery method which is more professional and provides a more collaborative relationship with the contractor. Additional advantages are:

- Early knowledge of the project objectives and early involvement for constructability input which offers a shorter project schedule.
- Ability to refine the budget during the design – they can bring experience of what works most efficiently.
- Reduced potential for change orders, estimating for the remaining 10% of design within the guaranteed maximum price
- Statement of purpose removes much of the price uncertainty and results in significant savings for the taxpayers
- Oregon has used since the early 80's and this method has been used across the country for years
- It is most often used when schedule is a priority and the project is complex and the owner thinks the project will benefit from value engineering and constructability input during the design phase.

Mr. Jones explained the \$10M amount was established over a year ago and was based on the Paramount Elementary School model. Programming was established at the \$12M rate with \$2M in savings with the partnership and an opening set for 2016. All the unique project expenses have been extrapolated and they have assigned them to each of the categories. The total of changes that were required increased the price to \$2.9M over the estimated budget. Those costs were not factored into the projection a year ago. Based on the bids approved, the value of the design costs, soft costs, fees, Idaho Power costs and design costs, that value will be \$14.211M. The school district is anticipating \$750,000 from the partnership which reduces the value to \$13.4M. The overrun will be about 5%, or \$523,862. Chairman Dean noticed the Meridian High School costs are under budget and wondered if we are intentionally shortchanging the project or if we are lucky and everything came in under budget. Dr. Gestrin replied they have been fortunate with the bids at Victory Middle and Meridian High Schools. Trustee Vuittonet wanted everyone to understand that estimates on the projects are not the bid costs but what it might be. He wanted to make it clear the estimate in the bond doesn't relate to overage, which is not realized until the bid process is done. Dr. Gestrin replied the bond estimate is based on capacity after the number of students is determined and based on CM's recommendations, they figure what amount should be put in the bond. Often they are a year or more ahead of the bidding process and a lot of

things can change in that time frame. The amount is based on the best estimate at that time and designed on square footage costs or what they know from other projects. Trustee Madsen stated her confusion about when we arrive at these estimates and perhaps over what was anticipated. What couldn't have been anticipated in the cost? Mr. Jones replied they can only respond to what the values are when the design is determined. Dr. Gestrin stated they did not know about the road or gravity irrigation when the estimate was done. Those were site specific details and that is the largest amount of unknown factors on this project. Trustee Madsen asked at what point we identified the site in the process. Dr. Gestrin explained the YMCA joint project was going to be built next to Mountain View High School but there were restrictions around that project that kept them from going there. Conversation began with David Turnbull, and Marty and Dixie Hill about the donation of land for a park. Brighton donated the land for a school site and the question was raised about a combination elementary school and YMCA. The project started to morph over a year ago but the details of the site wouldn't come to fruition until the design began once the architects were hired in May, 2014. Trustee Joki asked if the information in the projected cost column are the final costs for Victory and Meridian High. Dr. Gestrin replied they were the final costs for Victory, Meridian and Hillsdale. Trustee Joki asked if there any additional expenditures that will exceed those costs. Dr. Gestrin explained if there are any variances, contingencies have been built in to the budget to cover the additional costs. Trustee Joki asked if the decision was made by the district when they went with the CM/GC. Dr. Gestrin replied the decision was ultimately made by the board, but on this project it was recommended through a committee meeting with the YMCA, City of Meridian and the library district. Dr. Joki stated it was decided as an integrated committee and they felt they couldn't do without the assistance of the CM/GC. Dr. Gestrin replied it was the best method of delivery for this project. Trustee Joki asked how much Russell Corporation was getting as the CM/GC. Dr. Gestrin replied about \$1M. Trustee Joki asked if the committee knew a profit margin had to be figured into the cost of using a CM/GC. Dr. Gestrin stated \$12.8M is the guaranteed price. It is believed by the construction community and the legislature the CM/GC method saves the owners more money than a CM, but he has heard the debate both ways. This is the first project that has been done this way. Trustee Joki asked if the cost of connected spaces will have to be made up with the failure of the library bond and the Y's decision to delay their work; and if there will be additional development costs with the vacant land. Dr. Gestrin replied the \$14.2M will provide the district a fully functioning school next September. He has no knowledge of further offsite costs. Trustee Sayles asked if we realized the road and gravity irrigation issues when we started looking at this site. Dr. Gestrin replied the issues came up once the architects put the building on the site. Scott Curtis, YMCA, added the architects were hired earlier in the summer and that was prior to the site being known or the conjoining of the building. Russell Corporation was brought on board in November, 2014 and the initial design work happened through community meetings and design charrettes in December and January. Information was gathered and that was the timing of the bond

information. Trustee Sayles asked what is located south of the road. Dr. Gestrin replied a subdivision will be located there. Trustee Sayles asked if the subdivision will be using the road. Dr. Gestrin replied the road backs up to the southernmost house in the subdivision and they do not need the road. Trustee Sayles asked if the area north of the site is developed. Dr. Gestrin replied the road currently stops but Howery Lane will have to be developed. The YMCA will cover the cost of that construction to complete their portion of the project. Highlander Road directly serves our school site and was required by ACHD. Trustee Vuittonet thanked them for the information. What they call site issues are basically unforeseen such as the road and utilities. He noted that this does happen periodically when there are projects this big. Dr. Gestrin replied the most common issue is when estimates and bids don't match. Rocky Mountain High School was a classic example, when you need to build a school, you are not able to control when you go out for bid. He would rather go out in early spring than the middle of summer or later in the year to get better bids. That is the primary reason for cost overruns. This has been an extremely complex project and the district continues to get forced to spend additional money because of agency requirements. Trustee Vuittonet just wanted it noted, it isn't that somebody is trying to orchestrate or make this happen. He recalls that concrete costs skyrocketed on the construction of Mountain View High School and it went out of budget at that time. While no one wants to see cost overruns, he believes that patrons understand that some things are unforeseen. He asked if everything to build is included in the hard costs. Dr. Gestrin replied that fees and contracts are in. Trustee Madsen stated that now we have the benefit to look back, is there anything we should do different moving forward. The acceptance of donated sites is a big issue in the minds of the public. If they knew they needed all of these things, they could have bought ten acres of land and used the Paramount design. Dr. Gestrin replied that sometimes hindsight is 20/20. As they look for a new high school site, they will do their due diligence. The road was the most troublesome and the most expensive to build. This was totally unforeseen by him. They always ask about the utilities but it is still frustrating when there are requirements put on them by agencies above and beyond what is anticipated to get approval for a project. There is no recourse, you agree to the requirement or you don't get approval. Chairman Dean asked why the gravity irrigation went the longest way around the property. Mr. King replied the property on the right side goes straight up a hill. There is a 16-18 foot grade change from the elementary school to the YMCA and they needed to miss where the buildings were going to be. Chairman Dean asked if the overhead temporary power lines are those down Howery Lane. Mr. King replied they were coming down from Amity Road. Chairman Dean asked if the YMCA and the library do not get funding and this is a standalone school site, will the temporary lines be okay or will the district have to pay for them. Mr. King replied other agencies would have to pay for the permanent lines. The models on water liens they got through the city say one thing, the agency gave them higher requirements. The rules change at the agency level. Chairman Dean asked how they can cap that price with the CM/GC model so the district can protect themselves from

going over. Dr. Gestrin replied there is a maximum price on the project. Once the bids are in, if construction goes over, the CM/GC pays the bill. They won't exceed the budget on soft costs. Trustee Vuittonet stated there will be a functioning school with a library. They have been talking about a unique site, but they need to talk about the advantages to the community with the Y and what a collaborative effort this is. Even with the difficulties, this project is worthy of what they are trying to do. If there is a guaranteed price, that is a good thing for the patrons to know and that the community will be served by a Y and the future library could pass in a future bond, but is not needed to open the school. He expressed his appreciation of how Dr. Gestrin has shown how the project was cost out and how there are sometimes unforeseen costs. Chairman Dean asked what the school district can do to help get funding for the Y and the library so this can be a complete project. Dr. Gestrin replied anything they can do to promote these items. There are many advantages to our families and the community south of the freeway. Normal school sites are 10 acres, if those projects fail, we have additional land coming back to us to use. We won't have to maintain the grounds, the city will do that. Long term maintenance costs will be saved. The vision of this project is incredible. Mr. Curtis added the CM/GC process is being embraced by other agencies and the City of Boise is using the process on three projects. Part of the due diligence is for them to project some of those gaps while the design is being processed in phases that reduces the potential for change orders.

### **Superintendent Search**

Eric Exline, shared the results of a survey that was put out to district staff members. Approximately 4200 surveys were emailed to staff and there were 533 responses. The following questions were asked and the most frequent responses were:

- 1- What do you feel is the most appropriate educational background for candidates for superintendent? Educational Specialist (Superintendency); Master's degree (preferred) and doctorate (preferred).
- 2- What are the most essential prior work experiences for a superintendent? Classroom teacher; Principal, and Superintendent
- 3- What are the most important skills a superintendent should possess? Understanding of teaching/teachers; communication; Superintendent; and leadership.
- 4- What is the optimal attitude/disposition that a superintendent should have? Understanding of teachers and teaching; understanding of student needs; and understanding of district operations.

Chairman Dean stated her appreciation of the responses to the survey and asked if the community survey results would be shared with the board. Mr. Exline replied the results are ready and could be presented whenever the board is ready. He felt the staff has a lot of ideas on the qualities a new superintendent should have and the data could become the basis of what a job description would look like and could also be used as questions during the job interview. Trustee Joki reminded everyone that a special board meeting had been approved for November 19<sup>th</sup> at the Eagle Middle School library to discuss this. He asked if Mr. Exline

was available that night to review both the staff and community survey results. Mr. Exline will be available and will send out an email blast to parents reminding them of the special meeting.

Next steps: Chairman Dean stated the next step will be the posting of the job opening. Because the needs of the district are large, the posting will remain open until filled, but trustees will begin interviewing as soon as there are qualified candidates. The board will need to decide how they want to interview and Chairman Dean asked for comments and feedback. Trustee Vuittonet stated this was one of the biggest decisions they will make. The board will need to decide if they will do a national or just a statewide search. He would like to see them get guidance from a professional group and reviewed the information he had gathered at the ISBA conference. The ISBA offers networking across the northwest to get and attract candidates. He felt it was important to get the best pool of candidates and proposed they have a presentation from the ISBA to seek ways they could help. He did not feel they should be doing the job search from just a local posting and felt they should expand the search parameters. Chairman Dean stated she will contact the ISBA and see what the parameters of using their service are. She also thanked the media for getting the word out. Trustee Joki agreed it is not a secret we are searching for a superintendent, not only in Idaho but in the Northwest. He has no difficulty with the ISBA coming to present, their services do have a fee, but the information could be interesting. The national searches that have occurred in the area have ended up with in-house candidates. In his experience, he is not certain a national search produces the results they might think it does. This is an opportunity for the board to be directly involved, an opportunity to use the information they are gathering to revise the job description and design protocol's for the next stages. The posting they had at the state convention was minimal, yet a number of superintendents and school board members asked about next steps, it was clear there was interest. The meeting later this week will give them the opportunity to further define the kind of changes they want for the job description and posting. The interim consultant will be able to assist with this kind of work. He is happy with where they are at this point and appreciates Joe's service to date. The district is in good hands and that gives the board the ability to act quickly if they choose to. He is looking forward to the additional information Eric will share. Chairman Dean stated the last job description had been sent to trustees by email and she asked that revisions be brought to the special meeting and added the audience could use the Let's Talk feature on the district web site to ask questions regarding the process. Trustee Madsen asked if there would be other options for patrons living outside the Eagle area to participate in a listening session. Chairman Dean stated that was something they should discuss and do as quickly as possible. Trustee Madsen replied that with the holidays rolling around, the idea of getting information when people have some time is preferable to putting off to December or later for something they could do quickly and use that information to guide their decisions. Chairman Dean asked if she was considering listening sessions during the Thanksgiving week or the week after. Trustee Madsen replied they should have one additional listening session in Meridian. Trustee Joki concurred. Some trustees are

looking forward to the holidays and will have conflicts coming up. They should schedule another meeting, it is a listening session and if they could have a quorum, it is a chance to express they are serious about the patrons input. Chairman Dean asked trustees if they would like to set a date or whether she should communicate with them later in the week. She asked Mr. Yochum if having a meeting during the Thanksgiving break would cause an issue. Mr. Yochum replied they could coordinate with maintenance staff to open the building. Trustee Vuittonet suggested they meet on November 30<sup>th</sup> and then they wouldn't have to bring the employees in. Chairman Dean asked Mr. Yochum to look into that evening for a 5:30 meeting. Trustee Sayles asked when the meeting would be posted. Chairman Dean stated they could take action and get the meeting posted right away. Trustee Vuittonet moved, Trustee Madsen seconded and the vote was unanimous to hold a special board meeting on November 30<sup>th</sup> at 5:30 p.m.

### **Transportation Survey Results**

Miranda Carson, transportation liaison, shared the results of a parent satisfaction survey that was sent out the end of the first quarter. They were looking for feedback from parents on where they are at on transportation and whether they have resolved ongoing issues. The Let's Talk piece on the district web site has been valuable as a tool to get information from parents and to respond in a timelier manner. They have shared information with Cascade, who has also been using that piece and getting issues resolved. The survey was sent to approximately 19,000 emails and 1000 responses were received. Survey questions were:

1. Have you reached out to Cascade Student Transportation? About 60% of the respondents had contacted Cascade.
2. If yes, how would you rate the quality of your customer service? Unfortunately the quality of the customer service is still mediocre. They have discussed this information with Cascade and they are hoping to have customer service training done by the first of January. The customer service training will spill over to the results of the next survey which will be sent out at the end of the next quarter.
3. Timeliness of pickup and drop off. 73% answered they were on time. Ms. Carson considers this still mediocre at best. The percentage is higher but they would like to be around 90%. She expects the timeliness to stay constant with the winter weather and hopefully they will see better results in the spring results. They will post something for parents to remind them buses may be late and to prepare and have students prepared for the cold weather.
4. Safety of bus services had better responses. Most issues may be related to overcrowding. Cascade has been directed to send another bus if a bus is overcrowded. She feels this response will improve with the new protocols in place.
5. Overall satisfaction. Responses were mediocre and she feels that addressing the overcrowding issues and customer service training will help improve satisfaction.

Ms. Carson has not had time to evaluate the comments that were part of the survey. She did randomly look at about a hundred responses and

ranked them in a quantitative way. A lot of the complaints are about customer service, both the bus drivers and the administrative staff at Cascade. There were lots of parents that reached out to say they loved their driver and there were complaints about the walk zones, which are out of our control. Trustee Madsen asked Ms. Carson to review the customer service training. What is the barrier to getting that accomplished? Cascade wants to bring in an outside company to do the training. They were filling a position of a router before they moved on to training. Trustee Madsen asked if she could convey that is over a month away and about half of our patrons are unhappy with the service. Ms. Carson will convey that message to Cascade. Chairman Dean expressed her appreciation of Ms. Carson coordinating these efforts. The satisfaction of the bus service concerns her because many parents do not have an option for transportation. She asked Mr. Yochum if they want to send out an RFP for bus service for next year, when would they need to consider. Mr. Yochum would venture to guess if that is the board's direction, it would need to be prior to spring break. Mr. Exline stated they would want something out on the street by the end of January. Chairman Dean asked if that would tie us to accepting an offer or could we stay with current contract. Mr. Exline stated he would have to research that question with Mr. Carrithers, who put the last contract together. Trustee Vuittonet stated they would need to know how this would affect them contractually, would it hurt or help us and whether it is the best thing to do. He feels they need to have more conversation and more data to help with a decision on running an RFP. Chairman Dean replied she was not asking for a motion, Mr. Exline will find out if we can do that. Cascade is not taking care of their contract and she was simply requesting what that would entail. Trustee Vuittonet wants to make sure they are clear on how this could affect the district before they get to an RFP. Ms. Carson added they would need to look at the timeline as part of the RFP. We do not own the software, Cascade does and the district would need six to seven months to implement any new software.

Testimony on Verizon  
Wireless Request to Lease  
Ground for the Construction  
of a Cell Tower at Eagle  
High School

Lisa Doyon, patron, read a prepared statement asking the board to vote no on the request from Verizon Wireless to erect a cell tower at Eagle High School and expressing her concern for the safety of students at that location. Chairman Dean asked Mr. Yochum if this was a new tower or a renewal of the lease. Mr. Yochum replied this is a new tower and the lease will be for 25 years. The City of Eagle has approved the construction and it will be located on the northwest corner of the football stadium. Chairman Dean asked if they would be using the current light pole. Mr. Yochum replied it is a separate tower and a building surrounded by a fence. Chairman Dean asked if there are any other cell towers at Eagle High School. Mr. Yochum replied there is one, the vendor is Clearwire and it has been there since 2005. Chairman Dean asked if they use the same towers or use separate structures. Mr. Yochum replied they use separate towers. Trustee Joki asked if we have any other cell towers, and if so, have we received any complaints of illness or unusual behavior issues. Mr. Yochum replied that we have seven cell tower leases at the moment, one at Eagle High School, Sawtooth Middle School, Meridian Middle School and Mountain View High School; two at Meridian High School and one at Centennial High

School. He is not aware of any health related concerns, but similar concerns were raised when the other leases came before the board. Chairman Dean asked if the signal from the cell towers are checked or screened by any government agency. Mr. Yochum replied that he did not know. Chairman Dean asked if he knew if the towers emit microwave rays. Mr. Yochum stated he did not know. Chairman Dean stated her husband had worked in the cell phone industry so she understands the every year the technology gets safer and less disruptive, but she does not know the particulars of the cell tower. Chairman Dean asked if there was a timeline they intended to start construction and if this matter could be moved to next month's discussion so they can get a representative from the company to come and speak to them about safety issues. Mr. Yochum replied the matter was not timely and they can ask Verizon to send a representative to the December 8<sup>th</sup> meeting. Trustee Vuittonet stated there has been debate regarding the cell towers in the past and expressed his appreciation to Ms. Doyon for expressing her concerns. If they make a decision on this one being unsafe, they may have to address the other seven leases and safety issues. Trustee Madsen recommended the board not enter into any more of these land lease agreements when there are parents and patrons who are uncomfortable with a legitimate or perceived health risk to their children. She feels they are straying from their mission to provide a safe place for our children. The speaker is one representative of a larger group of people who are generally uncomfortable with being exposed to what is at this time, are considered relatively safe levels of radio frequency. We are none the less obligated to hear their concerns. Chairman Dean called for a motion. Trustee Vuittonet made a motion to table the discussion pending further information, the motion was seconded by Trustee Joki and was passed unanimously.

The board recessed at 8:32 p.m. and reconvened in regular session at 8:43 p.m.

Revisions to Policy Code No.  
401.30 Approved

Jackie Thomason presented revisions to the policy on supervision and evaluation. The reason for revision is twofold, in IDAPA it articulates that professional practice, as measured by the Charlotte Danielson evaluation instrument should comprise 67% of the evaluation process and 33% for student achievement. It will be collected and reported in ISEE this spring. It is not required to be parented up to one category but will be reported separately for each category. Secondly, this policy actually reflects the career ladder and the professional learning plan. There are no changes to this policy from the presentation on October 13<sup>th</sup>, however, there were some questions that were raised that evening. Trustee Joki asked where in the career ladder law the PLP was referenced. The information can be found in two places, one on page 27-28 of 33-1004 and the second on page 30 of 33-1201a. The career ladder does not articulate what must be in the PLP. The work this summer was to determine what would be in the professional learning plan. There are two parts to the district's plan, professional practice and student learning. Professional practice is based on last year's evaluation and the second part is determining how they will measure evidence through student achievement. This would be in collaboration with principals as

to what tools would be used to measure. Chairman Dean called for a motion. Trustee Madsen made a motion to approve revisions to Policy Code No. 401.30, *Supervision and Evaluation*. The motion was seconded by Trustee Joki and passed unanimously. Trustee Joki commended Ms. Thomason in the way she presents information to the board with clarity and it is appreciated.

Policy Code No. 100.1,  
*School Capacity Fees*,  
Receives Second Reading

Trustee Joki asked the board to consider a revision to the policy directing the superintendent to work with county and city government to provide school capacity statements and advance school capacity fees as part of zoning ordinances and statute. The missing part is that we are going to be responsive to the P&Z requests and council improvements for new developments. The discussion in the past is that staff has been doing this, he has heard it may not be as aggressive or received by the city and county governments with clarity. The addition of insuring the policy requires the staff to provide sister governments with statements about school capacity is important. His motion is to revise the policy to include the new language. Chairman Dean asked if the policy code number is appropriate or do they need to take a look at that. Trustee Joki responded the number was selected out of the current policy manual. There wasn't a policy with that enumeration, but the numeric coding is up to the staff. Chairman Dean wondered if they should direct staff to research and let them know if this is where it would fit and how it should look. Then it could be brought back with the revised language. Trustee Joki asked to withdraw his motion and to make a motion to table this item and to bring the policy to the December 8<sup>th</sup> meeting with the correct coding and revisions. Mr. Exline suggested they look to see if this fits into community relations and will bring back recommendations. Trustee Vuittonet requested he be allowed to ask a clarifying question of Trustee Joki. Chairman Dean gave her consent for the question. Trustee Vuittonet asked if this was more of a statement that we would try to be at the table to give input or is it wanting to be part of the decision making process. Trustee Joki replied he knows at present they cannot be part of the decision making process, this is putting the district in an aggressive, at the table discussion with the sister governments. Trustee Vuittonet continued by asking if there could be a change to school capacity fees so it wouldn't be so limiting, perhaps they could say additional revenue streams that would leave a wider interpretation. Trustee Joki is fine with that suggestion and he is looking to Mr. Exline to do some research as to what is the best title.

Revisions to Policy Code No.  
402.40 Approved

Joe Yochum explained the classified salary schedule changed based on the 3% increase given on July 1<sup>st</sup>. Although the increase was approved as part of the budget approval process, it has been the practice of the district to bring the salary schedules to the board for approval. Chairman Dean called for a motion. Trustee Vuittonet moved, Trustee Madsen seconded and the vote was unanimous to approve revisions to Policy Code No. 402.40, *Fringe Benefits & Salary*.

Policy Code No. 1001.4, *E-Mail and Electronic Use*  
*Appendix A – E-Mail*  
*Electronic Communications*

Devan Delashmutt – information systems director, provided a review of policies that board had requested. Mr. Delashmutt stated he had collaborated with board counsel and asked Ms. Eberharter-Maki to address any legal concerns the board might have. Mr. Delashmutt

*Acknowledgement Form*  
Receives First Reading

reviewed factors that influence email and electronic record retention policies and practices, and discussed proposed changes to the district email retention policies and associated employee email electronic communications acknowledgment form. Trustees discussed email archiving, costs associated with the archiving, storage of the email records, and staff training. Mr. Delashmutt provided revisions to policy 1001.4 and 806.1 for trustees to review. Both policies will come before the board for further discussion at a later date.

Interim Consultant  
Approved

Chairman Dean stated that when Mr. Yochum consented to act as the interim superintendent, he was promised whatever support needed. They discussed the ability to enter into an agreement with a mentor to assist with Mr. Yochum's responsibilities and assist the board with the superintendent search and other items they may need help with. Trustee Joki stated the board had asked him to look at the availability of professionals with superintendent experience that could act as a consultant on special assignments to include the superintendent search and to be available to Joe for whatever needs he has. The title listed is correct, the position would be on call to board officers and the superintendent. Trustee Vuittonet asked if this was a proposal to proceed or if there is a plan, a job description, the length of time this consultant would be in place, and a rate of pay. Chairman Dean replied that for Mr. Yochum's sanity, they need to do this rather quickly. A motion can be made after discussion to include a rate not to exceed state board approved rates for consultant work. It was her belief they should not wait to provide assistance for Mr. Yochum to complete these jobs. Trustee Vuittonet thanked Chairman Dean and asked if anyone knew what the rate of pay is going to be. Trustee Joki stated that he did not know what the current rate is, he has done this kind of work in the past and the State Department of Education has a rate for consultants. He feels that is the rate they would use, it is an hourly rate and is a standardized rate they use for consultant work. As long as they stay within that parameter, it wouldn't be excessive and the appointment is based on need. Trustee Joki made a motion to appoint a consultant to work on special assignments at the State Department of Education hourly rate for similar work and that the appointment be effective today and the appointment go to former Vallivue superintendent, Vaughn Heinrich. The motion was seconded by Trustee Madsen. Trustee Vuittonet doesn't understand if this will be a full or half time position. He asked what the cost will be and felt they could find those answers quickly before they made a final decision. He asked the board to table the decision until they get better information and know what the costs are so they know what they are entering into. Chairman Dean asked Trustee Vuittonet if he had a request as to whether the position would be full or part time. If this person is retired, she assumed it would be part time. Trustee Vuittonet stated he did not have an answer to her question. He is not sure what the intent of time and job capacity this is going to take. He would like to have an answer to those questions. Chairman Dean stated she was asking if he had a preference. Trustee Vuittonet replied he did not know because he didn't know what they will be doing. That would need to come from the interim superintendent as to what the need is. Mr. Yochum replied it was too early to know what

help he might need. Chairman Dean stated she understood Trustee Vuittonet's concern, but she also doesn't want to burn Mr. Yochum out within a month. Trustee Vuittonet replied he didn't want to burn Mr. Yochum out either, but wanted his questions answered before they approved the appointment. Trustee Madsen had a clarification in reference to any salaries paid, would it be non-benefited, per diem only? If so, would it cease when the need for the assistance ends or would it be long term obligation to the employee? Chairman Dean replied she would check on the non-benefited terms as well as the SDE hourly rate of pay. Trustee Sayles stated she is looking for Mr. Yochum is help with the three job descriptions he will be juggling. These are huge jobs and he has no provision for assistance. A retired PERSI employee cannot work over 49% without changing their PERSI benefits, this would be a part time job. Trustee Joki reminded the board his motion was for "as needed by the board officers and the interim superintendent". This is an opportunity to test the waters with this kind of support. The rate of pay the SDE establishes is something they can quickly determine and is a benchmark for this kind of assignment work. To Mr. Vuittonet's questions, there is no one in the room with the knowledge about the rate of pay. When he was working as a field investigator for the SDE, the rate of pay was about \$60 per hour and it was based on the kind of work required on that particular assignment. They can finalize the discussion at the meeting on Thursday, in the meantime, the needs both of the interim superintendent and potentially the board on projects such as the superintendent search and organizational realignment, is something that could use the insight of a former superintendent. The motion was as needed, commensurate with the state rate of pay. Trustee Vuittonet stated he was not comfortable taking on a position like this without knowing the rate of pay and the time commitment. He is having a difficult time doing it right now and proposed they make the decision at another meeting after they get the information they need. Chairman Dean clarified with Trustee Vuittonet that he was comfortable with the consultant if they can figure out the pay. Trustee Vuittonet replied he could see the need, he just wants more information on what the job is and what it will cost. Trustee Madsen suggested a friendly amendment to the motion. In the interest of addressing the cost concerns and confining to a smaller box, if the board could agree to a number of hours and a dollar amount not greater than a certain amount, they could get Mr. Yochum some assistance sooner than later. Trustee Joki was agreeable to the amendment. Trustee Vuittonet asked if they would decide the hourly rate and hours now or at another meeting. Chairman Dean replied it would be decided now. She asked Trustee Vuittonet for his suggestion on a rate and hours. Trustee Vuittonet replied he did not know what a consultant would expect. He felt they would not want to affect someone's PERSI and thought that could be calculated. Chairman Dean stated twenty hours would be half and Mr. Roberts stated it would have to be less than twenty hours per week. The statute states the majority of their time has to be less than half time. Trustee Sayles asked what the retired employees on the payroll are making. Mr. Roberts replied it would be around the \$50 an hour rate. Chairman Dean stated the rate for consultant would be different than the employee rate.

Trustee Sayles stated she would like this to move along, the rate of pay no more than \$75 per hour or the SDE's rate, whichever is less, not to exceed twenty hours per week. Chairman Dean asked Trustee Joki if he would accept a second amendment to his motion. Trustee Joki stated that he would. Trustee Vuittonet asked if there were any concerns from the Human Resources department on that amendment. Mr. Roberts replied they need to say less than twenty hours per week. Trustee Joki commented on how they hire architects and attorneys on special assignments and they set their pay on the industry standards. What they are doing here is trying to find an industry standard, but at the same time it has to be fair. Perhaps the solution would be exactly what was recommended a moment ago and that was to sum up the motion with the recommendations that this consultant on special assignment be limited to less than twenty hours at a rate of pay to be determined by the board chair's investigation of the SDE rate and fair rate considering current hourly rates being paid to district individuals. Chairman Dean asked if Trustee Sayles second still stands, and she called for the vote. Trustee Joki voted yes, Trustee Sayles voted yes, Chairman Dean voted yes, Trustee Madsen voted yes, and Trustee Vuittonet voted no. The motion passed 4-1.

Minutes of the October 13,  
2015 Board Meeting  
Carried Over

Trustee Vuittonet took issue with the minutes, especially the minutes from executive session. It is his belief the board has violated open meeting law within the executive session where topics were brought up that were not noted prior to the executive session. He believes they covered topics that were not part of the executive session notice such as insurance. He stated his complaint for violation of the open meeting law in executive session for the record. Chairman Dean asked Ms. Eberharter-Maki to get back with the board on whether there was a violation of the open meeting law during executive session on October 13, 2015. Trustee Vuittonet asked to visit with board counsel regarding his complaint and the violation.

Alternative Authorization  
for Kristine Kempthorne  
Approved

Chairman Dean pulled the item because she wants to make sure when they allow alternative authorization for special ed teachers they are thorough in the support they offer and if there is research or support the board can offer. Ramona Lee, special education director, explained there is an extensive support system for teachers on alternative authorization which includes special education teachers. The supports are individualized based on the position. Additional staff was mentioned, but there would have to be more funds allocated to cover those positions. Some of the positions are sharing a classroom with an experienced teacher because there are no extra classrooms and the caseloads are high. All new teachers have a mentor assigned and they carefully select a mentor for teachers on alternative authorizations. They have consulting teachers and special education supervisors work very closely with all the teachers on alternative authorization routes. They send out their Exceed specialist to work with them and they have one on one support on their paperwork. There is new teacher training on Exceed and behavior support trainings and they have allowed teachers extra substitute time to observe in programs that are established. Chairman Dean asked if they could survey or poll the new

teachers under alternative authorization routes to see what helped and present it back to the board. Trustee Madsen asked to expand that and see if there is value to querying new teachers in special education as well as those in general ed classrooms that are special education certified to see what might keep those teachers in the classroom. Ms. Lee replied that was an appropriate question to ask, she was not sure how to contact teachers that have left the district, but the information would be valuable. Chairman Dean called for a motion. Trustee Madsen moved, Trustee Sayles seconded and the vote was unanimous to approve a recommendation to see alternative authorization for Kristine Kempthorne to teach extended resource at Eagle High School.

Board Reports and  
Assignments

Chairman Dean will provide a written summary of the resolutions passed at the ISBA convention for the district staff to post for the public.

Trustee Vuittonet participated in the professional technical tour of the facility today. It was well attended and the kids knocked it out of the park with their presentation.

**ADJOURNMENT**

Trustee Vuittonet moved, Trustee Madsen seconded and the vote was unanimous to adjourn the meeting at 10:06 p.m.

---

Chairman

Clerk