

HIGHLAND SCHOOL DISTRICT #305

School Board Minutes

Special Meeting

February 2, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 7:07 p.m. Present were Trustees Johnston, Stigum, Patterson, and Pentzer. Trustee Widmier was absent. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick via telephone. Chairman Johnston presided at the meeting. The audience included Dale Johnson, Lynn Johnson, Shawn Tiegs, Owen Tiegs, Teresa Reid, and Danette Horrocks.

No changes to the agenda were proposed.

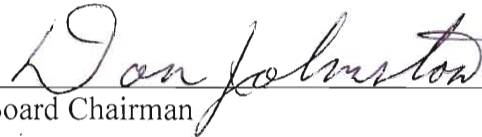
Trustee Pentzer moved to approve the Letter of Intent for Solar Panel Installation by Intermountain Wind and Solar. This is covered by the grant awarded by Idaho's Office of Energy Resources. Trustee Patterson seconded the motion which was passed.

The board then discussed and took input from teachers regarding the Idaho School Boards Association survey on the Students Come First proposal. Based on consensus of the board, the survey was then submitted by Clerk Weeks at the conclusion of the discussion. The survey is attached for reference.

Trustee Stigum moved that the meeting be adjourned. Trustee Patterson seconded the motion which was passed. The meeting adjourned at 9:30 p.m.



Clerk



Board Chairman

Students Come First Legislation

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2.



1. Labor and Entitlements: Tie 50% of teacher and administrator performance evaluations to academic student growth. (Section 33-513)

- Unconditional Support
- Conditional Support
- Neutral
- Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

A one day test isn;t the only indicator of growth. Schools should be able to evaluate without state intervention.

2. Labor and Entitlements: Allow parent input on teacher evaluations. School district will determine manner of input and how much impact parent input will have. (Section 33-513)

- Unconditional Support
- Conditional Support
- Neutral
- Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Parent evaluation and interaction is already happening through teachers, administrators, and trustees.

3. Labor and Entitlements: Limits the scope of any court review on employee appeals. The court would only be able to review findings of fact and whether the Board acted in excess of its authority rather than starting an entire new case. (Section 33-513)

- Unconditional Support
- Conditional Support
- Neutral
- Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Goes against due process as in the 14th amendment.

4. Labor and Entitlements: Replace teacher tenure with rolling two year contracts. Teachers who already have tenure will be grandfathered in. (Section 33-514)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Board was 3 non support, 1 neutral. We don't have 2 year contracts. Continuing contracts provide consistency. Protections are already in place through proper evaluations to get ride of bad teachers.

5. Labor and Entitlements: The local education association (union) must show proof of membership of at least 50% of the professional employees of the district before negotiating on their behalf. (Section 33-514)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

A moot point in our district. Our union has nearly 100% participation.

6. Labor and Entitlements: Move the deadline for issuing teacher contracts from mid/late May to July 1. This allows negotiations to be completed before issuing contracts. (Section 33-514)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

A letter of intent is important for the school and staff to plan for the next year. Legislative delay is often a big factor in delaying the start of negotiations.

7. Labor and Entitlements: Eliminate the 99% protection factor. These are the funds that are provided to schools based on last spring's enrollment even if the fall enrollment is down. (Section 33-515B and 33-1003)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

8. Labor and Entitlements: Eliminate seniority as a criteria for reduction in force (RIF). The Board will have the ability to determine which employees to RIF. (Section 33-522)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

3 member went conditional, 1 was unconditional support.

9. Labor and Entitlements: Give building principals the authority to select staff at the school level. This assists principals in being accountable for the student growth in their schools. (Section 33-523)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Not an issue at our school

10. Labor and Entitlements: Provide liability insurance options to teachers. Note: State law already requires all school districts to carry liability insurance for their employees and it is part of their property and liability insurance. (Section 33-524)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

This is not broken.

11. Labor and Entitlements: Limit collective bargaining to salaries and benefits. (Section 33-1271)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Both sides should be able to negotiate things that benefit all parties.

12. Labor and Entitlements: Collective bargaining agreements may not extend beyond the end of the state fiscal year. This provision will remove what is commonly known as the Evergreen Clause. (Sections 33-1271A and 33-1275)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

We don't have this type of contracts. Moot point.

13. Labor and Entitlements: Salary negotiations must be held in open meetings. (Section 33-1273A)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Negotiations would be unwieldy and parties would not trust each other.

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4.



1. Modernization and Reform: State Department will publish a Fiscal Report Card for every school district. (Section 33-125)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Isn't the state doing that already?

2. Modernization and Reform: Master Agreements and Budgets must be posted online. (Section 33-357)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

It is available by request already. Would mean further reporting duties.

3. Modernization and Reform: Increase the student teacher ratio by 1.25% in FY2012 and by .75 in FY2013. (Section 33-1002)

- Unconditional Support
 Conditional Support
 Neutral
 Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Goes against students coming first.

4. Modernization and Reform: Allows for severance payments to certificated employees that are laid off in the fall as part of a reduction in force (RIF). If the 99% allowance is passed, this will allow local boards to pay a severance to employees that are eliminated in a RIF if student enrollment drops in the fall. (Section 33-1002)

- Unconditional Support
- Conditional Support
- Neutral
- Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

5. Modernization and Reform: Enact Fractional ADA. This provision provides for 2/3 ADA payment to the online provider and 1/3 ADA payment to the school district with three exceptions. 1. If the school district has contracted with an online provider then they keep the entire ADA and pay the provider the amount contracted for. 2. If the school district has one or more contracts in place, the home district pays the lesser of 2/3 of the contracted price. 3. School districts do not have to pay any fractional ADA if the online course represents an overload course for that student. (Section 33-1002A)

- Unconditional Support
- Conditional Support
- Neutral
- Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Takes away negotiating power with providers.

6. Modernization and Reform: Allow school districts to expand virtual education offerings. This provision refers to the use it or lose it provision for instructional staff. It increases the allowance from 5-15% but the funding must be used for online instructors. (Section 33-1004)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

We can already increase offerings.

7. Modernization and Reform: Restore instructional salary grid to full funding. Funding for teachers has been frozen for two years. This provision will refund the grid over a three year period. (Section 33-1004A)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

8. Modernization and Reform: Raise minimum teacher salary to \$30,000. (Section 33-1004E)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

9. Modernization and Reform: Implement a Pay for Performance plan. This is the plan that was previously agreed to by all education entities. It provides for increases in salary based on several criteria. Some of that criteria is established at the school district level and some at the state level. (Section 33-1004I)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

10. Modernization and Reform: Provide funding for additional resources necessary for increased high school graduation requirements in math and science. (Section 33-1021)

- Unconditional Support Neutral
- Conditional Support Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

11. Modernization and Reform: Invest in both hardware and software for Idaho's classrooms and teachers. This is the provision that would provide technology for every classroom in Idaho. (Section 33-1022)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

2 members voted unconditional, 2 member voted conditional. Not looking to replace teachers with a computer.

12. Modernization and Reform: Pay for dual enrollment courses if students meet all state required graduation requirements by their senior year. (Section 33-1026)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

As long as it doesn't affect teachers.

13. Modernization and Reform: Require high school students to take six online credits before graduation. Classes may be taken anytime during the student's high school career. The school district will make this determination. It also allows for school districts to establish alternate routes for students who are unable to successfully complete an online course. (Section 33-1627)

Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Teacher contact is more important.

14. Modernization and Reform: Students will have the flexibility to take any additional online course that has has been pre-approved by the local school district and the State Department of Education. These courses would be in addition to the six credits that the local school district has complete control over. (Section 33-1627)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

Agreed with the first second sentence but not the second sentence.

15. Modernization and Reform: Fund one to one mobile computing devices beginning in the 9th grade, which the student can keep upon graduation. (Section 33-1627)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

16. Modernization and Reform: Allow colleges and universities to authorize public charter high schools. These will be included in the six charter schools that are allowed to be authorized each year. There will not be an increase in the number allowed each year. (Section 33-5216)

- Unconditional Support Conditional Support Neutral Nonsupport

If your choice was conditional support, neutral, or nonsupport, please provide any alternatives you may have. Please also provide any comments or concerns.

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