

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
January 10, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Widmier, Stigum, Patterson, and Pentzer. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Debbie Marker, Jim Briggs, Joan Tiede, Kristin Tiede, Bette Stone, and Steve Wherry.

No changes were proposed to the agenda.

Trustee Widmier moved that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27090-27129 totaling \$39,673.37. The motion was seconded by Trustee Patterson and passed.

Kristin Tiede gave a report on ASB activities including a potential ski trip to Snowhaven on February 11.

One senior gave a report on her senior project. Kristin gave an update on her research into the Nez Perce War of 1877 and exploring archeology. Bette Stone gave brief reports on other projects.

The technology inventory prepared by Raina Frei was presented and reviewed by Superintendent Garrick. No further action taken.

Jim Briggs expressed his concerns about not enough experienced players to have a viable varsity baseball program. A 45-minute discussion with those present was had. No action taken.

Trustee Stigum moved and Trustee Pentzer seconded to approve the hire of Danette Horrocks as Junior High Volleyball Co-Head Coach, Teresa Reid as Junior High Volleyball Co-Head Coach, Shawn Tieg as Head Track Coach and Debbie Marker as Head Softball Coach. A vote was taken and the motion passed.

The First Reading of Policy numbers 110.4, Policy 110.5, Policy 110.6, and Policy 411.0 was completed.

A sample Superintendent Evaluation Form was included in the packet and discussed. It was concluded that it would be a guide in the upcoming search for a superintendent.

Superintendent Garrick discussed the potential reductions of 5%-6.5% in state funding for the upcoming year.

The issue of searching for a new superintendent and special education teacher was discussed. Trustee Pentzer and Trustee Widmier seconded to advertise for each position with requests for additional endorsements and/or skills as a counselor, grant writer, Title 1. A vote was taken and the motion passed.

Trustee Stigum requested that Administration write a letter to our legislators that we are not in favor of further reductions to Education funding and to use state endowment monies to shore up funding. The board agreed by consensus to this and to have it delivered during the Idaho School Boards Association's Day on the Hill.

Superintendent Garrick gave a superintendent's report which covered Counselor activities. He also covered options for framing pictures of all classes of Highland High School from 1963 to present.


Principal Gehring reviewed his written Principal's Report.


Trustee Pentzer moved and Trustee Widmier seconded that when a sport's season is over and when evaluations are completed two weeks after the season, the position will be opened up. A vote was taken and the motion passed.

Trustee Patterson moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Stigum moved that the board leave executive session and reconvene in regular session. Trustee Patterson seconded the motion which was passed.

Trustee Patterson moved that the meeting be adjourned. Trustee Widmier seconded the motion which was passed. The meeting adjourned at 9:35 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

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.

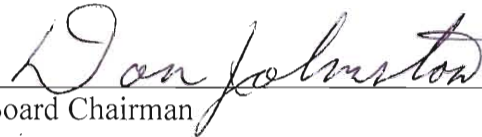
Trustee Pentzer moved to approve the Letter of Intent for Solar Panel Installation by Intermountain Wind and Solar. This is covered by the grant awarded by Idaho's Office of Energy Resources. Trustee Patterson seconded the motion which was passed.

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

[Exit this survey](#)

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.

Prev

Next



Students Come First Legislation

[Exit this survey](#)

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
- 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.

**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.

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
February 14, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Patterson, and Pentzer. Trustee Widmier was absent. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Dale Johnson, Lynn Johnson, Carolyn Thomason, Caleb Patterson, Lexy Casali, Jordyn Braucher, Stephanie Hendren, Serrina Wilson, Bette Stone, Suzi Eaton, and Steve Wherry.

No changes were proposed to the agenda.

Trustee Stigum moved that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27136-27195 totaling \$65,243.27. The motion was seconded by Trustee Patterson and passed.

Serrina Wilson gave a report on ASB activities including a potential ski trip to Snowhaven on February 18.

One student gave a report on her senior project. Stephanie Hendren gave an update on her research into a nursing career. Superintendent Garrick gave a report on Ashley Hart's project to put pictures of students of all graduating classes since 1963 in frames. He further requested board approval to advance up to \$1,200 to get frames done before the end of the school year. Trustee Patterson moved to advance up to \$1,200 from ASB funds to help finish the project in a timely manner. The motion was seconded by Trustee Stigum and passed. Bette Stone gave brief reports on other projects.

Trustee Stigum moved to approve the contract with Office of Energy Resources for Intermountain Wind and Solar to install solar panels as part of the recently awarded grant. The motion was seconded by Trustee Pentzer and passed.

The Second Reading of Policy numbers 110.4, Policy 110.5, Policy 110.6, and Policy 415.0 was completed. Trustee Stigum moved and Trustee Patterson seconded to approve the listed policies. A vote was taken and motion passed. Policy 411.0 required amendment and will be included for a second reading at the next monthly meeting.

The First Reading of deleting Policy numbers 300.43a, Policy 300.43b, and Policy 300.43c was held.

Jordyn Braucher and Lexy Casali presented a petition to the board requesting consideration that Culdesac be approached about the idea of having the school with the most athletes in a sport be the host and mascot. The students were requested to go through the Co-op Committee and present their case. Board members were not opposed to listening to proposals and involving the committee in considering amendments to the current agreement.

Further on the topic of the Culdesac co-op, Principal Gehring reported that 12 boys have signed up for baseball and 13 girls have signed up for softball. Principal Gehring will proceed with hiring a baseball

Carolyn Thomason of Harlow’s discussed repairs needed for the district-owned bus. These included exhaust system parts, the power steering box, and the check coolant light sensor. Parts would not be available until next week. Jeremy of Harlow’s agreed to lease a bus for the ski trip Friday for \$1/mile plus fuel and cleanup and our insurance. Carolyn stressed that 60-day inspections need to be completed in a more timely fashion. She offered to include it in the rotation of their buses. She also said the tires were at 6/32” tread, the legal limit is 4/32”. Other topics of discussion were the loss of Shannan Randall as assistant to the Athletic director and student athletes not riding the district-provided bus to sporting events, and appearance of student athletes at events.

Trustee Stigum moved and Trustee Patterson seconded to lease a bus from Harlow’s for the ski trip on Friday February 18 at \$1/mile and fueled and cleaned upon return if the district’s bus is not usable. A vote was taken and the motion passed.

Principal Gehring reviewed his written Principal’s Report, highlighting the 2011 Legends of the Game honor.

Superintendent Garrick gave a verbal superintendent’s report. Topics included an update on the Students Come First proposal, Medicaid billing, and an update that the district has met the requirements of the Charlotte Danielson model.


Bette Stone further reported on the upcoming career fair on March 11 which is part of the Gear Up program.

Trustee Pentzer moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Stigum seconded the motion which was passed.

Trustee Patterson moved that the meeting be adjourned. Trustee Stigum seconded the motion which was passed. The meeting adjourned at 9:03 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman



HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
March 14, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Widmier, Patterson, and Pentzer. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Dale Johnson, Bette Stone, Suzi Eaton, Debbie Willoughby, Courtney Willoughby, Ashley Hart, Marcia Brammer, Jeanna Meacham, and Steve Wherry.

Three changes were proposed to the agenda: 4B – Jeanna Meacham, Kindergarten concerns, 6H – IEN – (Idaho Education Network), 6I – Trustee Zones. Trustee Stigum moved and Trustee Widmier seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Widmier seconded that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27200-27242 totaling \$52,220.82. A vote was taken and the motion passed.

Principal Gehring gave a report on ASB activities because most students were involved in the Knowledge Bowl at meeting time. The Prom with the theme “A Night to Remember” was covered as well as the coin drive underway, and the upcoming Carnival.

Two students gave reports on their senior projects. Courtney Willoughby gave an update on her children’s book which is in draft stage with illustrations to be produced. Ashley Hart gave a report on her project to put pictures of students of all graduating classes since 1963 in frames. \$1,050 has been raised to date.

Suzie Eaton gave a report with additional input from Bette Stone on Gear Up activities to date. A career fair is scheduled for March 23.

Jeanna Meacham, Kindergarten teacher, discussed her concerns about having Kindergarten only 2 days a week. She agrees that the current class is more challenged than usual but even with having an extra hour per day the class is two months behind last year at this point of the school year. Two students have a one-on-one aide. One option discussed was having Kindergarten on Mondays as well, either every other week or every week. Another option discussed included a pre-test to see where the incoming student is at with their progress. No action taken.

Superintendent Garrick reported that he had signed the Notice to Proceed for Intermountain Wind and Solar to install solar panels as part of the recently awarded grant. The company indicated that they would probably be able to install the panels in late April or May.

Principal Gehring discussed the status of baseball and softball practice. There are 14 boys and 14 girls out for baseball and softball, all from Highland. Practices will be held in the gym at Highland until the field in Culdesac is ready. A new power steering box has been ordered for the district’s bus and the bus should be ready soon. Shawn Tiegs, Track Coach, is finishing his bus driver training to be able to drive the bus for track meets. Principal Gehring discussed the action

of Culdesac's board to not budget for sports for next year since they do not have the numbers of student athletes available for sports. According to Culdesac's board chairman as relayed through Scotty and Marcia Brammer, their board has voted to cease all activities because they do not have the numbers.

The Second Reading of deleting Policy numbers 300.43a, Policy 300.43b, and Policy 300.43c was held. Trustee Widmier moved and Trustee Patterson seconded to approve the deletion of the referenced policies. A vote was taken and the motion passed.

A discussion was held on the amount to set for the Supplemental Levy for next year. Clerk Weeks reviewed the current fiscal status of the district. It appeared that the levy could be kept the same as the current year at \$309,000. Trustee Stigum moved and Trustee Widmier seconded to approve setting the amount of the proposed supplemental levy at \$309,000 for the election to be held on May 17. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Pentzer seconded to approve the calendar for the 2011-2012 school year as presented by Principal Gehring with minor changes as necessary. The first day of school will be August 29, 2011 and the last day will be June 1, 2012 on a 4-day per week schedule. A vote was taken and the motion passed 4-1 with Trustee Patterson voting nay.

Trustee Stigum moved and Trustee Patterson seconded to approve the emergency closures on February 28, 2011 at 1:15pm and all day on March 1, 2011. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Widmier seconded to approve the acceptance of the resignation of Cheryl Poxleitner, Title I teacher. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Pentzer seconded to approve the new hire of Rick Zehr as Baseball Coach. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Widmier seconded to approve exploring getting water for the new baseball field so it's ready when the field is ready. A vote was taken and the motion passed.

The Idaho Education Network was discussed. The equipment for the internet connection was installed last week. An issue to be addressed is the room in which to set it up. Trustee Widmier moved and Trustee Pentzer seconded to approve moving forward with the IEN program. A vote was taken and the motion passed 4-1 with Trustee Stigum voting nay.

Trustee Pentzer moved that the district move forward with mapping of trustee zones now that the census data has been released. Trustee Widmier seconded the motion which was passed.

Marcia Brammer reviewed her SOS report that was submitted for the board packet.

The written Principal's Report and written Superintendent's Report were available for review but not discussed at length.

Trustee Patterson moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board


Trustee Patterson moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Widmier seconded the motion which was passed.

Trustee Widmier made a motion that the board not advertise further for superintendent and offer to keep Clair Garrick as superintendent. The motion died for lack of a second.

Trustee Pentzer moved and Trustee Stigum seconded to advertise for a superintendent for the next two Sundays in the Lewiston, Spokane, and Boise newspapers with an application deadline of April 1, 2011. A vote was taken with the motion passing 3-1 with Trustee Widmier voting nay and Trustee Patterson not voting.

Trustee Pentzer moved that the meeting be adjourned. Trustee Stigum seconded the motion which was passed. The meeting adjourned at 10:15 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
April 4, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Patterson, Widmier, and Pentzer. Also attending were Clerk Weeks, Superintendent Garrick, and Principal Gehring. Chairman Johnston presided at the meeting. The audience included Alia Riggers, Jeanna Meacham, Danette Horrocks, and Teresa Reid.

Trustee Patterson moved and Trustee Stigum seconded to amend the agenda to have a budget review. A vote was taken and the motion passed.


Superintendent Garrick gave an overview of what the legislature has passed to date. Clerk Weeks reviewed the status of the budget to date. The elementary teachers in attendance voiced their opinion that they would be willing to take on "head teacher" duties to avoid cutting another elementary teacher and combining classes.


Trustee Pentzer moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all five board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Patterson seconded the motion which was passed.

Trustee Stigum moved and Trustee Patterson seconded that Clerk Weeks attempt to set up interviews with two of the superintendent candidates for Thursday, April 7 after 4:30pm or Friday, April 8 after 5:00pm. Clerk Weeks will contact the mayors of Craigmont, Reubens, and Winchester to invite them or a designee to sit in on the interviews and provide input. Superintendent Garrick will compile interview questions. A vote was taken and the motion passed.

Trustee Pentzer moved that the meeting be adjourned. Trustee Stigum seconded the motion which was passed. The meeting adjourned at 9:23 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
April 7, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 5:00 p.m. Present were Trustees Johnston, Stigum, Patterson, Widmier, and Pentzer. Also attending was Clerk Weeks. Chairman Johnston presided at the meeting. The audience included Danette Horrocks, Julie Yochum, Bette Stone, Dorothy Tiede, Luke Lowe, Roger Riggers, and Marcia Brammer.

Trustee Patterson moved and Trustee Stigum seconded to amend the agenda to remove item 4, Executive Session. A vote was taken and the motion passed.


The interview committee conducted interviews of two candidates for superintendent.

Trustee Stigum left the meeting at 7:15.

Trustee Patterson moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all four board members present voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Patterson moved that the board leave executive session and reconvene in regular session. Trustee Pentzer seconded the motion which was passed.

Chairman Johnston declared the meeting adjourned at 9:30 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
April 11, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Widmier, Patterson, and Pentzer. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Dale Johnson, Lynn Johnson, Bette Stone, Suzi Eaton, Holly Droegmiller, Danette Horrocks, Teresa Reid, John Ruiz, Chantell Lowe, Sabrina Widmier, Kit Behler, Julie Yochum, and Steve Wherry.

Two changes were proposed to the agenda: 4C – FCCLA update by Chantell Lowe and Policy 300.10, changes due to law. Trustee Patterson moved and Trustee Widmier seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Patterson seconded that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27248-27286 totaling \$52,345.53. A vote was taken and the motion passed.

Principal Gehring gave a report on ASB activities. The Prom with the updated theme “Here’s to the Night” was covered among other activities.

Three students gave reports on their senior projects. Kit Behler gave an update on his project which is building a bar-b-que out of a water tank on a trailer. Sabrina Widmier gave an update on her project which is exploring and job shadowing a sports medicine career which changed slightly from physical therapy. John Ruiz’s project was exploring basketball coaching. Bette Stone gave an update on Ashley Hart’s project of putting up pictures of all graduates of Highland High.

Chantell Lowe gave a report on her recent trip to FCCLA State. She was re-elected as Region 2 director. Other students have done well at state competitions. Chantell also talked about the benefits of participating through the experience in public speaking, competition and leadership skills.

Clerk Weeks reported that parts have been ordered for the solar panel installation.

The receipt of the letter from Culdesac School District reflecting their board action to withdraw from the sports coop was reviewed. Trustee Stigum moved and Trustee Patterson seconded to accept releasing Culdesac School District from the coop and to inform them that their students still have the opportunity to play as Highland Huskies. Superintendent Garrick will write the letter. A vote was taken and the motion passed. Chantell Lowe requested the board consider adding Cross Country as a sport. Trustee Pentzer asked that it be an action item at next month’s meeting.

Clerk Weeks discussed that Trustee Johnston and Trustee Pentzer were the only candidates that had filed for reelection as trustee for their zone to a 4-year term. Since there were no other petitions filed, they are declared elected and have received their Certificate of Election.

The calendar for next school year was reviewed. One change that was made was to have school on Friday the first week of January due to January 2 being a holiday. The small tweak was made under the provision of the motion passed in March to correct the calendar for small changes.

A discussion was held regarding getting water to the new baseball field. Trustee Johnston volunteered to do the excavation. It appeared to be most feasible to branch off of the water supply on the football field.

The status of the superintendent search was discussed. Discussions are being had with the top candidate and will be discussed further in executive session.

Trustee Stigum and Trustee Pentzer were appointed by Chairman Johnston for the negotiations team. Chairman Johnston offered to be an alternate if necessary.

Bette Stone discussed the need for an interdisciplinary team for Senior Projects rather than just the senior English teacher. Further discussion with the secondary teachers will be coordinated by Principal Gehring.

Receipt of letters from Nezperce School District and Cottonwood School District withdrawing from the exceptional preschool consortium were acknowledged. It was discussed that the new special education teacher could obtain the preschool endorsement so that an aide could be supervised at Head Start.

The First Reading to Delete Policy 300.10 Reemployment of Certificated Employees was held.

Principal Gehring and Superintendent Garrick reviewed their written reports.

Trustee Patterson moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Patterson moved that the board leave executive session and reconvene in regular session. Trustee Widmier seconded the motion which was passed.

Trustee Patterson moved that the board recess until noon tomorrow. Trustee Pentzer seconded the motion which was passed.

Chairman Johnston then declared the meeting in recess at 10:35pm.

The Board of Trustees reconvened at 12:15pm on April 12, 2011 in the Teachers Lounge of the school. Present were Trustees Johnston, Stigum, Patterson, and Pentzer. Trustee Widmier was absent. Also attending was Clerk Weeks.

Trustee Stigum moved to accept the resignation of Superintendent Clair Garrick effective June 30, 2011. Trustee Patterson seconded the motion which was passed.

Trustee Pentzer moved to approve the hire of Cynthia Orr as our next Superintendent/K-5 Principal effective July 1, 2011. A letter of intent will be sent for her signature. Trustee Patterson seconded the motion which was passed.

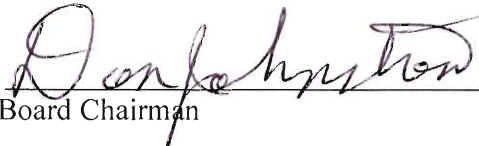
A discussion was held regarding coaches for next year, all evaluations reflected that the coaches would be eligible to return. No action taken.

Trustee Patterson left the meeting at 1:21pm.

Trustee Stigum moved that the meeting be adjourned. Trustee Pentzer seconded the motion which was passed. The meeting adjourned at 1:26 p.m.



Clerk



Board Chairman



HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Rescheduled Regular Meeting  
May 16, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Widmier and Patterson. Trustee Pentzer arrived at 7:09. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Dave Widmier, Caleb Patterson, Cole Patterson, Holly Droegmiller, Alia Riggers, Dale Johnson, Lynn Johnson, Bette Stone, Luke Lowe, Chantell Lowe, SIRRINA Wilson, Tori Marker, Julie Yochum, Shawn Tiegs, and Steve Wherry.

Two changes were proposed to the agenda: 4C1 – Resignation of Victoria Hansen, FCS Teacher and 4C2, Discussion on Counselor by Bette Stone. Trustee Patterson moved and Trustee Widmier seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Widmier moved and Trustee Stigum seconded that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27292-27344 totaling \$41,976.43. A vote was taken and the motion passed.

Chairman Johnston opened the floor to any questions about tomorrow's levy election. Hearing none, he reminded everyone that they needed to vote in their normal polling place due to election consolidation and that there would be no meeting as was customary in the past.

SIRRINA Wilson gave a report on ASB activities. ASB elections are coming up in the next week. Graduation is on their mind. Bette Stone accompanied the senior class on a "sneak" to go bowling and play golf. This was in lieu of attending the safe and sane assembly which usually shows pictures of car crashes related to underage drinking. She thought this year the class had seen enough of crashes after the death of senior Stephanie Hendren last Monday in a car crash.

Chairman Johnston and Superintendent Garrick reviewed what was learned at the Post Legislative tour regarding the Students Come First legislation.

Superintendent Garrick discussed the Mileposts software that helps in tracking student testing and achievement. No action taken.

Clerk Weeks reported on the status of the solar panel installation. Different panels had to be ordered since the panels originally quoted were not available. There will be 168 panels instead of 156 but the output would be the same. June is the current projection for installation.

Chantell Lowe discussed her inquiries into adding Cross Country as a sport. Trustee Stigum moved and Trustee Patterson seconded that this sport be added. A vote was taken and the motion passed.

Trustee Johnston discussed that it will cost \$1,200 in materials to get water extended from current plumbing to the new baseball field and could be done this summer. He will be glad to do the excavation. Trustee Pentzer moved and Trustee Widmier seconded to proceed as described

this summer. A vote was taken and the motion passed.

The calendar was discussed. Caleb Patterson requested that Graduation next year be moved from Saturday of Memorial Day weekend to maybe Thursday. Trustee Johnston asked that it be discussed next month.

The need for the Resolution to Negate Various Policies as prepared by the Idaho School Boards Association was discussed. This action is necessary to give the board time to propose new policies that comply with the Students Come First legislation. Trustee Stigum moved and Trustee Patterson seconded to approve the resolution as presented. A vote was taken and the motion passed.

Shawn Tiegs, President of the Highland Education Association, presented the Association's position on the various items in the Master agreement. He requested that the Association be included in developing policies within the framework of the Students Come First legislation. He reviewed these items one by one.

For this year, the teachers will be working the furlough days so they can be paid for them, doing classroom inventory among other things.

Reduction in Force – The association requested that the current board policy be reviewed and asked that recall rights be considered if possible.

Grievance Policy – Review to mirror what is in statute.

Consider options on health insurance such as whether to offer an alternative to the traditional plan such as a high deductible plan with a health savings component.

Development of pay for performance measurement standards.

Technology – input in policy development.

The Association is not asking for a pay increase, making no changes to the salary schedule.

The Association proposes no change in the leave provisions.

The Association asked that the duty-free lunch remain in the agreement.

The Association requested that the training provision be put into policy.

The Direct Deposit provision is no longer needed and can be deleted. Direct Deposit is available and is a common practice.

The Association proposed no changes to paying for credits.

The Association proposed deleting the Association Days provision.

The Association proposed no changes to the mileage reimbursement provision.

The Association requested that the supplies provision be put into policy.

The Association proposed deleting the Monitors for Recess provision.

The Association proposed deleting the Ticket Taking provision.

The Association proposed deleting the New Extra-Curricular positions provision.

The Association proposed deleting the Shared Extra-Curricular advisor provision.

The Association proposed making no change to the Head Teacher provision.

The chairman called for a meeting May 23 at 6:30pm to continue negotiations which Mr. Tiegs said would work for the Association.

Trustee Patterson moved and Trustee Stigum seconded to approve the hire of Cindy Orr as Superintendent and Katherine Dutcher as Special Education Teacher. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Pentzer seconded to accept the resignation of Victoria Hanson, FCS teacher. A vote was taken and the motion passed.

Bette Stone discussed the need for a counselor at the school. Last week's situation showed the need for more help in this area. She also noted that it would be helpful to restart the crisis team that was dismantled years ago. Chairman Johnston asked that it be included as an agenda item next month.

No further information was available regarding coaches next year. No action taken.

Trustee Pentzer moved and Trustee Patterson seconded to approve the adoption of Policy 130.1 Policy Adoption; Policy 416.0, Homeless Students; and Policy 843, Recruitment of High School Students. A vote was taken and the motion passed.

A discussion was held regarding the need to raise lunch fees for next year to comply with National School Lunch Program regulations. Trustee Stigum moved and Trustee Pentzer seconded to recommend a \$.25 increase for lunch prices for students for next year. The fee increase will be advertised and on the agenda for next meeting. A vote was taken and the motion passed.

A map of the trustee zones was laid out and a lively discussion was had about how to adjust the zones to equalize population to meet the requirements of the law. The issue will be on the agenda at the next meeting after negotiations to give more time to discuss the shifts.

Chairman Johnston appointed Trustee Widmier and Trustee Patterson to hand out diplomas at Graduation.

Principal Gehring reviewed his written report. Superintendent Garrick gave an oral report.

Trustee Pentzer moved and Trustee Widmier seconded to enter into executive session as

Principal Gehring reviewed his written report. Superintendent Garrick gave an oral report.

Trustee Pentzer moved and Trustee Widmier seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Patterson seconded the motion which was passed.

Trustee Stigum moved that the meeting be adjourned. Trustee Pentzer seconded the motion which was passed. The meeting adjourned at 10:00 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

RESOLUTION TO NEGATE VARIOUS POLICIES  
Adopted May 16, 2011

WHEREAS, the Idaho Legislature has enacted an education reform package affecting the contract rights, collective bargaining rights, and timing of various employment related issues involving Idaho school districts and employees of Idaho public schools; and

WHEREAS, the Highland School District has enacted certain policies and procedures in handbooks, correspondence, official school district policies and procedures, and any such other similar documents that also address various employment related issues between employees of the School District and the School District itself; and

WHEREAS, the Highland School District is mandated to adhere to the recent legislative changes affecting employment relationships between the District, the local education association and its members as well as individual certificated employees of the District; and

WHEREAS, there exists insufficient time for the Highland School District to examine each and every document, policy, or procedure that may now be in conflict with recent legislative changes;

NOW THEREFORE BE IT RESOLVED, that any requirement, condition, term, policy, procedure, time deadline, other matter, or document in conflict with the Idaho legislative changes regarding employment relationships, collective bargaining, employee rights, contract terms, and any other condition including any such inconsistency giving greater rights than permitted by newly enacted and existing statutes shall be hereby rescinded and changed to read consistently with the statutes enacted by the Idaho legislature.

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
May 23, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 6:30 p.m. Present were Trustees Johnston, Stigum, Widmier, Pentzer, and Patterson. Also attending was Clerk Weeks. Chairman Johnston presided at the meeting. The audience included five Culdesac School District patrons, Dorothy Tiede, Danette Horrocks, Teresa Reid, Jeanna Meacham, Alia Riggers, Julie Yochum, Joan Tiede, and Shawn Tiegs.

There were no proposed changes to the agenda.

A discussion was held regarding the inquiry from Culdesac School Superintendent Darrel Olson about what financial arrangements Highland would want to allow their 33 junior and senior high school students. Patrons from Culdesac spoke about their concerns about whether their students were welcome at Highland. Trustee Stigum moved and Trustee Patterson seconded to approve sending a letter to the Culdesac School Board stating that "The Board of Trustees of Highland School District wish to afford the opportunity for the junior and senior high school students at Culdesac High School to attend Highland High School. No charge would be requested at this time unless the State Department of Education informs the Highland School District that it is required to charge tuition. The Culdesac School District would be responsible for transportation of their students to Highland High School." A vote was taken and the motion passed.

Negotiations were continued with the Highland Education Association. The board, by consensus, offered the following:

1. Keep the salaries frozen on the schedule with 5 days furlough for next year unless the state's funding increases above this year's level.
2. Review options regarding Health Insurance to seek a reduction in cost from the 4.9% increase.
3. Keep the Duty Free Lunch in the master agreement.
4. Consider moving the Head Teacher provision to policy or keep it in the agreement because it involves pay.

While not part of "Salaries and Benefits", the board agreed to review several provisions that are in the Master Agreement and put these items in policy as respectfully requested by the Highland Education Association.

1. Work to update the RIF provisions in board policy and add recall provisions (within two years of a RIF).
2. Move the Ticket taking provision to policy.
3. Move the grievance provision to policy.
4. Move the Training provision to policy.
5. Use of time for association activities would be eliminated.

More map of the trustee zones were available and laid out for review. After a working session, Trustees Pentzer and Stigum took a copy home for further review. The issue will be on the agenda at the next meeting after negotiations to give time to discuss the additional ideas for boundary shifts.

Trustee Widmier moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Patterson moved that the board leave executive session and reconvene in regular session. Trustee Widmier seconded the motion which was passed.

Chairman Johnston called for a meeting on June 2 at 7pm.

Trustee Patterson moved that the meeting be adjourned. Trustee Widmier seconded the motion which was passed. The meeting adjourned at 10:08 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
June 2, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 7:08 p.m. Present were Trustees Johnston, Stigum, and Pentzer. Trustee Widmier was absent. Trustee Patterson arrived at 7:30. Also attending was Clerk Weeks and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included Danette Horrocks, Teresa Reid, Jeanna Meacham, and Dale Johnson.

There were two proposed changes to the agenda. 3a. Solar Grant Payments and 3b. New Hire – James Mahuron – Driver’s Ed Instructor. Trustee Stigum moved that the board accept the proposed changes to the agenda. Trustee Pentzer seconded the motion which was passed.

A update was given by Clerk Weeks regarding the letter sent to Culdesac School District. No further word has been received from Culdesac.

Clerk Weeks had a check to be approved for Powerhouse Electric for \$111,540.00. Clerk Weeks discussed how the money for the Solar Grant is sent to Highland for distributions to vendors. As was the case this time, these payments don’t necessarily coincide with Highland’s regular payables schedule but these amounts are sizable and it would be fairer to the vendors to pay them as soon as Highland receives the money since there is a preset payment schedule. Trustee Stigum moved to approve the payment to Powerhouse Electric and that the remaining invoices for the solar project be paid in a timely manner once Highland has been paid and not wait until the next board meeting. Trustee Pentzer seconded the motion which was passed.

Trustee Pentzer moved to approve the new hire of James Mahuron as Driver’s Ed instructor. Trustee Stigum seconded the motion which was passed.

Negotiations were continued with the Highland Education Association. The Association presented Proposal #3 which offered the following:

1. Keep the salaries frozen on the schedule with 5 days furlough for next year unless the state’s funding increases above this year’s level.
2. Agree to change the prescription coverage from a \$10/\$20 plan to a \$10/\$25/\$40 plan and maintaining the \$1,000 deductible.
3. Allow the option for staff members to choose between the traditional plan and a high deductible plan with the district paying the difference between the two plans monthly into a Health Savings Account for staff members that select the high deductible option.

Trustee Stigum moved to accept the Association’s proposal as presented for the 2011-2012 school year. Trustee Pentzer seconded the motion which was passed.

Trustee Stigum moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.



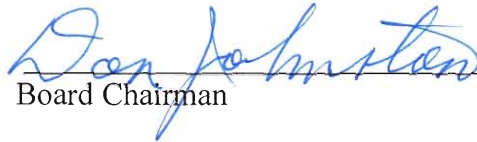
Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Patterson seconded the motion which was passed.

More discussion was held on two proposals for changing the trustee zones. Trustee Stigum moved and Trustee Patterson seconded to accept Trustee Pentzer's proposal. Clerk Weeks will get the map redrawn and ready for the next meeting. A vote was taken and the motion passed.

Trustee Pentzer moved that the meeting be adjourned. Trustee Stigum seconded the motion which was passed. The meeting adjourned at 8:38 p.m.



Clerk



Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
June 13, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Widmier, Pentzer and Patterson. Also attending were Clerk Weeks, Principal Gehring and Superintendent Garrick. Chairman Johnston presided at the meeting. The audience included incoming Superintendent Cindy Orr, Loren Orr, Joan Tiede, Kristin Tiede, Alia Riggers, Danette Horrocks, Dale Johnson, Bette Stone, Luke Lowe, Shawn Tiegs, Gail Lowe, Dorothy Tiede, Julie Yochum, Jeanna Meacham, Carolyn Thomason, and Steve Wherry.

No changes were proposed to the agenda.

Trustee Patterson moved and Trustee Widmier seconded that the consent agenda be approved as presented. This included certain current bills of the school district be paid as presented: Checks - #27350-27395 totaling \$64,551.21. A vote was taken and the motion passed.

Kristin Tiede gave a report on her trip to Washington DC as part of the BPA club.

Clerk Weeks commented that there was no new news regarding the solar installation.

Danette Horrocks and Shawn Tiegs reported that the Highland Education Association had accepted the Board's offer for the Master Agreement for 2011-2012. Shawn has revised the agreement and will present it to Clerk Weeks in the next few days for the Chairman's signature.

The list of Teachers for next year was presented. Trustee Stigum moved and Trustee Patterson seconded to approve the list that included the following:

MEACHAM, JEANNA  
TIEDE, JOAN  
REID, TERESA  
YPOCHUM, JULIE  
HORROCKS, DANETTE  
RIGGERS, ALIA

COWAN, CHRIS  
HINES, TERRIE  
MOODY, DEBI  
TIEDE, DOROTHY  
TIEGS, SHAWN  
STONE, BETTE

GEHRING, BILL

A vote was taken and the motion passed.

The list of Coach and Extra-Curricular Contract for next year was presented. Trustee Stigum moved and Trustee Patterson seconded to approve the list that included the following:

Volleyball Coach	Ann Munstermann-Weber
Junior High Volleyball Co-Coach	Danette Horrocks
Junior High Volleyball Co-Coach	Teresa Reid
Boys Basketball Coach	Jed Lowe
Girls Basketball Coach	Rob Pentzer
Track Coach	Shawn Tiegs
Junior High Track Coach	Shawn Tiegs
Assistant Football Coack	Eric Hasselstrom
Baseball	Richard Zehr
Softball	Debbie Marker
Junior High Boys Basketball	John Marker
Concessions, Cheer	Monette Lowe
Music	Chris Cowan
Band	Chris Cowan
BPA Advisor	Terrie Hines
Annual Advisor	Terrie Hines
Photography Advisor	Terrie Hines
Drama – 2 Plays	Andrea Casali
Senior Advisor (change from Junior)	Debra Moody
Sophomore Advisor	Dorothy Tiede
Freshman Advisor	Shawn Tiegs
7 <sup>th</sup> Grade Advisor	Chris Cowan

A vote was taken and the motion passed.

There was no further information regarding the schedule for next year. The credentials of new hires will affect the schedule in a way that is unknown at this time. No action taken.

Clerk Weeks presented the revised trustee zone map. The map had been approved at the last special meeting. The process will be continued with submitting what is needed with the State.

A hearing to consider a fee increase for elementary and secondary lunch prices was held. Discussion was had concerning students wanting seconds and how to handle that. Trustee Patterson moved and Trustee Widmier seconded to approve raising lunch prices for elementary lunches from \$1.50 to \$1.75 and secondary lunch prices from \$1.75 to \$2.00 for the next school year. A vote was taken and the motion passed.

A discussion was held regarding restarting the Crisis Team. The consensus was that once all new hires are known, the process could proceed at that time. No further action taken.

Suzi Eaton gave a presentation regarding her trip with Gail Lowe to the Gear Up Prevention Conference. They both stated it was a worthwhile conference.

The hearing for the 2011-2012 Budget was held. Clerk Weeks discussed that it was a very tight budget. Trustee Pentzer moved and Trustee Widmier seconded to approve the 2011-2012 Budget as presented. A vote was taken and the motion passed.

A discussion was held regarding restarting whether to increase contact time for Kindergarten students from 2 days per week to 3 days. The consensus was that once all new hires are known,

the process could proceed at that time. No further action taken.

Trustee Patterson moved and Trustee Widmier seconded to accept the resignation of Bill Gehring as Athletic Director. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Stigum seconded to approve the adoption of Policy 500.3a Idaho Digital Learning Academy (Distance Learning). Discussion was had that additional language should be included to allow Highland administration to reserve the right to determine if a course should have the multiplier applied or not. This was requested to be an agenda item for next month. A vote was taken and the motion passed 4-1 with Trustee Stigum voting nay.

A discussion was had regarding how final for seniors are scheduled. Principal Gehring will look at other options for next year. No action taken.

Chairman Johnston asked that the Transportation Committee of Trustee Pentzer and Ron Stone meet with Carolyn Thomason to review bus routes for the possibility of reducing a route and to report back next month. No action taken.

Trustee Widmier moved and Trustee Patterson seconded to approve allowing the Lewis County Eagles football team to host a football camp to be held at Highland over the next weekend. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Stigum seconded to approve the audit engagement for the 2010-2011 audit with Goffinet and Clack. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Stigum seconded to approve the Legal Services Agreement with Eberharter-Maki & Tappen for the 2011-2012 school year. A vote was taken and the motion passed.

Julie Yochum, third grade teacher, handed out the Elementary Handbooks for the board to review before approval at a meeting before school starts.


Principal Gehring reviewed his written report. Chairman Johnson requested that in the future more information regarding the honor roll students be included in the Principal Reports when this is available and to include percentages.

Superintendent Garrick did not have an oral report except to say that his last day was tomorrow. The board thanked him for his efforts over the last seven years and wished him well.

Trustee Pentzer moved and Trustee Widmier seconded to declare a vacancy for English Teacher and to begin advertising for that. A vote was taken and the motion passed.

Trustee Widmier moved that the meeting be adjourned. Trustee Patterson seconded the motion which was passed. The meeting adjourned at 8:50 p.m.

  
Clerk

  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
July 11, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:02 p.m. Present were Trustees Johnston, Stigum, Widmier, Pentzer and Patterson. Also attending were Clerk Weeks, Principal Gehring and Superintendent Orr. The audience included Bill Heath, Jeanna Meacham, and Steve Wherry.

Clerk Weeks opened the meeting and administered the oath of office to re-elected Trustees Johnston and Pentzer. Clerk Weeks then asked for nominations for Chairman. Trustee Stigum moved to approve by unanimous consent to keep Trustee Johnston as Chairman and Debra Widmier as Vice Chairman. Trustee Pentzer seconded the motion which was passed.

Chairman Johnston then presided at the meeting.

Trustee Stigum moved and Trustee Widmier seconded to keep the regular board meetings on the second Monday of each month at 7:00pm. A vote was taken and the motion passed 3-2 with Trustee Patterson and Trustee Pentzer voting nay.

Trustee Stigum moved and Trustee Pentzer seconded to post the notice of the monthly meetings at the District Office and at the Post Office in Craigmont and Winchester. A vote was taken and the motion passed.

Trustee Widmier moved and Trustee Patterson seconded to add one agenda item: 5D. Discussion on Policy 415.01 Graduation Requirements. A vote was taken and the motion passed.

Trustee Widmier moved and Trustee Patterson seconded that the consent agenda be approved as presented. This included certain current bills of the school district be paid as presented: Checks - #27401-27426 totaling \$29,469.21. A vote was taken and the motion passed.

At that point, those attending except for Jeanna Meacham did a walk-through of the building to review its condition. Bill Heath took a list of items to be addressed. No action taken.

The board held a discussion regarding increasing Kindergarten to 3 days per week. Trustee Pentzer moved and Trustee Patterson seconded to increase Kindergarten from 2 days per week to 3 days per week. A vote was taken and the motion passed.

Due to the increased contact time for Kindergarten, Trustee Pentzer moved and Trustee Widmier seconded to offer a .69 FTE contract to Kindergarten teacher Jeanna Meacham, an increase from the .47 FTE contract she is currently under. A vote was taken and the motion passed.

Superintendent Orr discussed taking the District's Title I status from targeted to school-wide. She said the district qualifies and the process takes a full school year. The board expressed positive support. No action taken.

Superintendent Orr and Principal Gehring discussed participating in Project Leadership, a program for new administrators. Trustee Stigum moved and Trustee Patterson seconded to approve allowing both of them to take the class. A vote was taken and the motion passed.

Principal Gehring discussed the issue of having Adult Living as a District graduation requirement. He indicated that the State does not require it and we have had no applicants for our open .49 FTE FCS teacher position. Trustee Pentzer moved and Trustee Widmier seconded to approve striking Adult Living as a graduation requirement under Policy 415.01. A vote was taken and the motion passed.

Clerk Weeks commented that there was no new news regarding the solar installation.

A discussion was held on the need to raise adult lunch prices as identified by the State Department of Education. Clerk Weeks will advertise for a hearing on a \$.25 increase in adult lunch prices to be held at the August meeting. Discussion continued on the issue of seconds. It was determined that more information was needed to proceed.

Consideration of an update to Policy 500.3a was postponed until the September meeting so that Superintendent Orr could have a discussion with the teachers.

Trustee Stigum moved and Trustee Patterson seconded to accept the resignation of Shawn Tieg as Science/Math Teacher, Junior High and High School Track Coach, Jr. High Girls Basketball Coach, and Honor Society advisor. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Pentzer seconded to approve the hire of:

- Josette Nebeker – Vo-Ag Teacher, FFA Advisor
- Shelly Romine – English Teacher
- Merrie Rampy – Science/Math Teacher.

A vote was taken and the motion passed. It was requested by the board that the new teachers come to the September meeting to get acquainted.

Superintendent Orr handed out her summer schedule for the board's review.

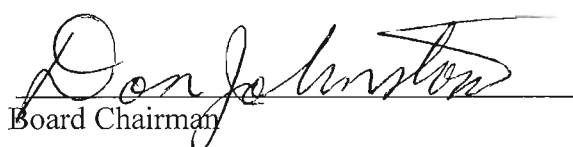
Trustee Pentzer moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Widmier seconded the motion which was passed.

Trustee Patterson moved that the meeting be adjourned. Trustee Widmier seconded the motion which was passed. The meeting adjourned at 9:28 p.m.



Clerk



Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
August 8, 2011

The Board of Trustees of Joint School District #305 met in regular session in the library of the school at 7:00 p.m. Present were Trustees Johnston, Stigum, Pentzer and Patterson. Trustee Widmier was absent. Chairman Johnston presided at the meeting. Also attending were Clerk Weeks, Principal Gehring and Superintendent Orr. The audience included Loren Orr, Bella Orr, Fallon Orr, and Steve Wherry.

Trustee Stigum moved and Trustee Patterson seconded to add four agenda items. 7A: New Hire – Kelley Hewett – Cross Country Coach and Assistant Volleyball Coach, and New Hire – Erin Ralstin - .49FTE Counselor, 5C. Busing – Ed Pentzer, 7D. Gym Lobby. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Patterson seconded that the consent agenda be approved as presented. This included certain current bills of the school district be paid as presented: Checks - #27432-27464 totaling \$18,289.86. A vote was taken and the motion passed.

Trustee Johnston talked about his attendance at the Idaho School Board Association's Summer Leadership Institute. This included topics covered during the conference about board members responsibilities and duties. He felt it was a worthwhile conference.

Superintendent Orr discussed the District's Title I response to the monitoring visit which was submitted today. She handed out the packet and discussed how the issues identified will be addressed.

Trustee Pentzer reported on his review of the bus routes with Harlow's. Based on current information, it would be too hard to combine routes. Once school starts, ridership will be better known and it can be reviewed again. No action taken.

Clerk Weeks commented that Powerhouse Electric was to be here today to begin installation of the solar panels. They did not show but are expected any day.

A hearing was held on the question of raising adult lunch prices by \$.25. Discussion continued on the issue of seconds. Clerk Weeks had discussed the issue of seconds with Mary Jo Marshall of Child Nutrition in Boise. She stated that we don't have to charge for seconds but that we shouldn't plan for them either. Trustee Patterson moved and Trustee Stigum seconded that the adult lunch price be raised from \$3.00 to \$3.25. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Patterson seconded to approve the hire of Loren Orr as Athletic Director. A vote was taken and the motion passed.

Trustee Stigum asked that the hire of the other two candidates be discussed in executive session after the other agenda items were covered. The other board members concurred.

Superintendent Orr discussed the meeting she had with some of the teachers regarding pay for performance. She discussed that school must qualify to receive the money from the state in the first place. She presented a proposal she had that is in place in Boundary County and felt would

work well here. Trustee Stigum moved and Trustee Patterson seconded to approve the Pay for Performance plan as presented. A vote was taken and the motion passed.

The new Positive Time Reporting Policy 300.53 was presented. It is a policy update required as identified by the Title I monitoring visit. Trustee Pentzer moved and Trustee Stigum seconded to approve Policy 300.53 as presented. A vote was taken and the motion passed.

Trustee Pentzer requested that consideration be given to updating the gym lobby's flooring and wall. Trustee Pentzer moved and Trustee Patterson seconded to approve moving forward to seek bids to redo the flooring in the gym lobby and bathrooms. A vote was taken and the motion passed.

Principal Gehring gave a verbal report. He discussed upcoming registration, recent work on the baseball field and football numbers. He announced the beginning of Cross Country and Volleyball season. He discussed making the update of the sign downtown into a senior project.

Superintendent Orr discussed her written report she submitted to the board at the meeting.

Trustee Patterson moved and Trustee Stigum seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. Trustee Widmier joined the meeting via telephone during executive session at 8:40pm. The general tenor of the executive session was discussion of personnel issues.


Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Stigum seconded the motion which was passed.

Trustee Stigum moved and Trustee Pentzer seconded to approve the hire of Kelley Hewett as Cross Country Coach and Assistant Volleyball Coach. A vote was taken and the motion passed.

Trustee Patterson moved and Trustee Pentzer seconded to approve the hire of Erin Ralstin as .49FTE Counselor. A vote was taken and the motion passed 4-1 with Trustee Widmier voting nay.

Chairman Johnston declared the meeting adjourned at 9:14 p.m.

  
Clerk

  
Board Chairman



HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
August 24, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 7:02 p.m. Present were Trustees Johnston, Patterson, Stigum, and Pentzer. Trustee Widmier was present via telephone. Also attending was Clerk Weeks, Superintendent Orr and Principal Gehring. Chairman Johnston presided at the meeting. The audience included Loren Orr and Jeanne Galloy-Goes.

There was one proposed change to the agenda. 4a. Lewis County Coop Agreement. Trustee Patterson moved that the board accept the proposed changes to the agenda. Trustee Pentzer seconded the motion which was passed.

Superintendent Orr discussed the bid received from Floor Coverings International to replace the tile in the gym lobby. Trustee Patterson moved to approve moving forward with the replacement of the tile in the gym lobby. Trustee Widmier seconded the motion which was passed. Superintendent Orr stated that painting by staff would be done.

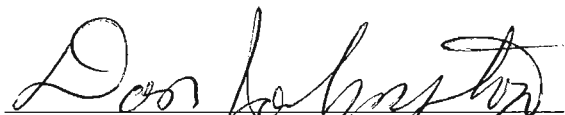
Superintendent Orr talked about her discussion with Culdesac Superintendent Darrell Olson regarding the board action taken last spring regarding Culdesac's letter wishing to withdraw from the sports co-op. The understanding was that the co-op would be dissolved between the two districts except that the approved co-op with the Idaho High School Activities Association would remain in place so that Culdesac students could still play as Huskies. Trustee Stigum moved and Trustee Patterson seconded to approve a statement that the Highland board supported the letter that former Superintendent Garrick sent last spring showing that Culdesac students can play as Huskies. A vote was taken and the motion passed.

Principal Gehring discussed the final draft of the Lewis County Cooperative Sports Agreement. It had been overlooked for final board approval last school year. Trustee Stigum moved and Trustee Widmier seconded to approve the agreement with the proviso that it was effective for the 2010-2011 and 2011-2012 school years only. A vote was taken and the motion passed.

Superintendent Orr discussed her concerns with door keys. The system of the many keys currently in use is not practical and many of the door locks are worn out. Those who need keys don't have them and keys an employee have don't fit anything they need. Trustee Pentzer moved and Trustee Patterson seconded to proceed with revisiting the bid received a year ago and bring the findings to the next regular meeting. A vote was taken and the motion passed.

Trustee Pentzer moved that the meeting be adjourned. Trustee Patterson seconded the motion which was passed. The meeting adjourned at 8:04 p.m.

  
Clerk

  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
September 12, 2011

The Board of Trustees of Joint School District #305 met in regular session in the IEN room of the school at 7:02 p.m. Present were Trustees Johnston, Stigum, Patterson, and Pentzer. Trustee Widmier arrived at 7:11pm. Also attending were Clerk Weeks, Principal Gehring and Superintendent Orr. Chairman Johnston presided at the meeting. The audience included Dale Johnson, Josette Nebeker, Jordyn Braucher, Erin Ralstin, Katherine Dutcher, Carolyn Thomason, David Widmier, and Steve Wherry.

Several changes were proposed to the agenda:

Delete 4C. IEN,

ADD: 6C. Art Volunteers Debbie Willoughby and Steve Kingsley,

6D. Bus Routes

6A. New Hires – 7<sup>th</sup> Grade Advisor – Bill Gehring

- 8<sup>th</sup> Grade Advisor – Terrie Hines

- 9<sup>th</sup> Grade Advisor – Merrie Rampy

- 11<sup>th</sup> Grade Advisor – Shelly Romine

Trustee Stigum moved and Trustee Patterson seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Pentzer moved that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27473-27521 totaling \$45,512.17. The motion was seconded by Trustee Stigum and passed.

Jordyn Braucher gave a report on ASB activities surrounding Homecoming.

New teachers present, Josette Nebeker, Erin Ralstin, and Katherine Dutcher, were introduced and discussed their positive experiences to date.

Superintendent Orr gave a report on Title I activities. The request to go to schoolwide was submitted. The state's response was to continue with the process. She also discussed research into software for special education purposes.

Clerk Weeks reported that the solar panels were connected to Avista's power grid today. It required the power to be disconnected for one hour. It began producing power right away. Software to monitor the solar panel's performance will be installed soon.

A bid to update the locks on the school grounds from Windows, Doors and More was presented. Due to the sizable sum, the board asked for further research into the issue to feel more comfortable accepting a bid. No action taken.

The tile replacement in the gym lobby was discussed. It is complete and looks quite nice.

The discussion on new hires was held until after executive session.

Superintendent Orr discussed that the District’s Pay for Performance plan was submitted to the state. No board action taken.

Two community members, Debbie Willoughby and Steve Kingsley, have expressed interest in volunteering their talents as artists for any students interested in art as an after-school activity. The board expressed interest and appreciation of their volunteer offer. No board action taken.

Carolyn Thomason of Harlow’s discussed the bus routes. There were very few changes to the routes and ridership is up. Trustee Stigum moved and Trustee Widmier seconded to approve the five bus routes as presented. A vote was taken and the motion passed.

Principal Gehring reviewed his written Principal’s Report, highlighting Homecoming activities.

Superintendent Orr reviewed her superintendent’s report.

Trustee Stigum moved and Trustee Patterson seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Stigum seconded the motion which was passed.

Trustee Stigum moved and Trustee Patterson seconded to approve the new hires as follows:

- Kristi Pentzer – Junior High Girl’s Basketball Coach
- Lucas Peery – Junior High Assistant Football Coach
- Kristin Mattson – Kitchen Helper/Dishwasher
- Gail Lowe – Special Education Aide
- Bill Gehring – 7<sup>th</sup> Grade Advisor
- Terrie Hines – 8<sup>th</sup> Grade Advisor
- Merrie Rampy – 9<sup>th</sup> Grade Advisor
- Shelly Romine – 11<sup>th</sup> Grade Advisor

A vote was taken and the motion passed.

Trustee Stigum moved that the meeting be adjourned. Chairman Johnston declared the meeting adjourned at 8:55 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
October 10, 2011

The Board of Trustees of Joint School District #305 met in regular session in the IEN room of the school at 7:01 p.m. Present were Trustees Johnston, Stigum, Patterson, Widmier, and Pentzer. Also attending were Clerk Weeks, Principal Gehring and Superintendent Orr. Chairman Johnston presided at the meeting. The audience included Josette Nebeker, Alia Riggers, Loren Orr, and Steve Wherry.

Several changes were proposed to the agenda:

Delete 4B. IEN,

ADD: 6A. New Hire – Kimberly Goffinet, Winter Drama

Hire Change – Andrea Casali, Spring Drama Only

6G. Annual Audit

Trustee Patterson moved and Trustee Widmier seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Widmier moved that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27522 with an amount of \$75.00, #27530-#27532 totaling \$761.78, and #27534-27574 totaling \$55,245.87. The motion was seconded by Trustee Patterson and passed.

No new teachers present, moved to next month.

Clerk Weeks discussed his further research in to updating the locks. Another bid was received that was much less due a difference in hardware changes. Another bid has been solicited from to update the locks on the school grounds from Windows, Doors and More to be comparable to the competing bid in terms of hardware. Trustee Pentzer moved and Trustee Widmier seconded to accept the lower of the competing bids. A vote was taken and the motion passed.

A contract correction with Bette Stone was presented. She was teaching one class and had two periods of library last school year. This year she is teaching two periods and has one period of library. Trustee Patterson moved and Trustee Widmier seconded to accept the contract correction. A vote was taken and the motion passed.

Trustee Patterson moved and Trustee Widmier seconded to accept the new and updated hires:

Chris Case, Early Childhood Special Education Aide

Kimberly Goffinet, Winter Drama

Andrea Casali, Spring Drama Only

A vote was taken and the motion passed.

Josette Nebeker, Ag teacher, discussed the state requirement that an advisory committee be formed. Board members expressed support and made suggestions for members.

Trustee Pentzer moved and Trustee Stigum seconded to accept the Memorandum of Understanding and Protocols with Lewis Clark Early Childhood Program. A vote was taken and the motion passed.

Superintendent Orr discussed the booklet, Nine Characteristics of High-Performing Schools and steps to create a district-wide plan. She gave a PowerPoint presentation to show the process and steps to move forward.

Superintendent Orr discussed Policy 300.43 regarding evaluation of certified personnel which outlines steps to be taken regarding performance. She explained that if the policy we have is followed, we should be o.k.

Trustee Stigum moved and Trustee Pentzer seconded to follow Superintendent Orr's recommendation to get a Medicaid funded assistant for a special needs child currently enrolled. A vote was taken and the motion passed.

Trustee Pentzer moved and Trustee Patterson seconded to accept the annual audit recently completed by Goffinet and Clack. A committee consisting of Clerk Weeks, Superintendent Orr, Trustee Widmier and Chairman Johnston met with Steve Clack to discuss the audit findings. The report reflected an unqualified opinion with no material concerns. A vote was taken and the motion passed.

Principal Gehring reviewed his written Principal's Report along with some additions.

Superintendent Orr reviewed her superintendent's report.


A discussion of ISBA resolutions was held. Trustee Stigum moved that the board support all ISBA resolutions except #5. Trustee Pentzer seconded the motion which was passed.


Trustee Patterson moved and Trustee Stigum seconded to enter into executive session as provided under Idaho Code Section 67-2345(b). A roll call vote was taken with all present board members voting aye. The general tenor of the executive session was discussion of personnel issues.

Trustee Pentzer moved that the board leave executive session and reconvene in regular session. Trustee Widmier seconded the motion which was passed.

Trustee Stigum moved that the board accept the ISBA Bylaws changes. Trustee Pentzer seconded the motion which was passed.

Trustee Stigum moved that the meeting be adjourned. Chairman Johnston declared the meeting adjourned at 9:08 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
October 26, 2011

The Board of Trustees of Joint School District #305 met in special session in the library of the school at 7:01 p.m. Present were Trustees Johnston, Patterson, Stigum, and Pentzer. Trustee Widmier was present via telephone. Also attending was Clerk Weeks, Superintendent Orr and Principal Gehring. Chairman Johnston presided at the meeting. The audience included Athletic Director Loren Orr, Marcia Brammer, Luke Lowe, and Debbie Marker.

There was one proposed change to the agenda. 2a. New Hire – Lucas Peery – Boy’s Basketball Coach. Trustee Widmier moved that the board accept the proposed change to the agenda. Trustee Patterson seconded the motion which was passed.

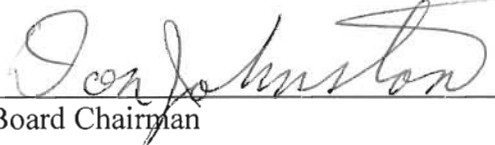
There was only one applicant for Boy’s Basketball coach, Lucas Peery. He was recommended by Principal Gehring to fill the position. Trustee Patterson moved that the board accept the new hire of Lucas Peery as Boy’s Basketball coach. Trustee Widmier seconded the motion which was passed.

Loren Orr, Athletic Director, gave a presentation on football player numbers for the next four years. Based on the numbers and other factors, he recommended that Highland continue with the Lewis County Football Co-op for the next two years. Trustee Patterson moved that the board continue the football co-op with Nezperce for the next two years. Trustee Widmier seconded the motion which was passed 4-1 with Trustee Stigum voting nay.

Superintendent Orr reported on her discussion with Culdesac Superintendent Olson regarding their students participating in sports at Highland. To clear up any misconceptions, she requested approval from the board to go to Culdesac and hold a meeting with interested student athletes and parents and let them know again that they are welcome. Trustee Stigum moved that Superintendent Orr proceed to set up a meeting at Culdesac. Trustee Patterson seconded the motion which was passed.

Trustee Patterson moved that the meeting be adjourned. Trustee Pentzer seconded the motion which was passed. The meeting adjourned at 8:02 p.m.

  
Clerk

  
Board Chairman

HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Regular Meeting  
November 14, 2011

The Board of Trustees of Joint School District #305 met in regular session in the IEN room of the school at 7:03 p.m. Present were Trustees Johnston, Stigum, Patterson, and Pentzer. Trustee Widmier was present via telephone. Also attending were Clerk Weeks, Principal Gehring and Superintendent Orr. Chairman Johnston presided at the meeting. The audience included Merrie Rampy, Jeanna Meacham, Loren Orr, Lexy Casali, Chelsea Brown, Jordyn Braucher, Jarett Frei, Nicole Kinzer, Teresa Reid, Carolyn Thomason, Dale Johnson, and Steve Wherry.

Several changes were proposed to the agenda:

Change: 4A to 4B,

ADD: 4A. ASB Report and Discussion,

ADD: 6E. New Hire – Josette Nebeker, Assistant Boys Basketball Coach

ADD: 7B. Convention Report – Coeur d’Alene last week.

Trustee Stigum moved and Trustee Patterson seconded to approve the changes to the agenda. A vote was taken and the motion passed.

Trustee Pentzer moved that the consent agenda be approved as presented. This included certain current bills of this school district, be paid as presented: checks - #27580-27636 totaling \$149,059.11. The motion was seconded by Trustee Patterson and passed.

Jordyn Braucher, ASB President, gave a report on student activities. Topics included dances, senior parking during school hours.

Superintendent Orr gave a presentation on the Idaho Education Network (IEN) system that was installed last summer. She has done a field trip with NASA and has one scheduled for next week.

Clerk Weeks gave a report on updating the locks. The selected vendor has indicated that some parts have been unusually slow in coming due to Schlage having low inventory but it could happen this week or next.

Superintendent Orr reported on the meeting at Culdesac regarding the Co-Op. She reported that those students wanting to play are playing. Further discussions for later years would be considered after winter sports are over. The Culdesac community is reported to be appreciative of the Highland visitors. There are four students participating at this point.

Superintendent Orr reported that the Pay for Performance plan submitted by Highland was rejected. She detailed the changes to the plan so that it would have a better chance of approval. Trustee Stigum moved and Trustee Patterson seconded to approve submitting the revised plan to the State Department of Education. A vote was taken and the motion passed.



Nicole Kinzer expressed her goal of getting a crosswalk and a designated school zone by Head Start. She said that the City of Craigmont and the Idaho Transportation Department need a letter of support to help with signage and getting crosswalks painted by Head Start, Primeland and the Assembly of God church. Trustee Stigum moved and Trustee Patterson seconded to have Administration write a letter to the two agencies in support of these items. A vote was taken and the motion passed.

Loren Orr, Athletic and Activities Director, discussed how funding for athletics and activities transportation is funded. He was seeking clarification on this issue. The District funded most all activity transportation last year and this year's activity budget was set with this in mind. The board expressed support that the District continue this practice.

Merrie Rampy, Science and Math Teacher, Knowledge Bowl Advisor gave a presentation on the status of the Science room. Many things could stand to be updated and there are some chemicals that need to be disposed of properly. No action taken.

Superintendent Orr discussed the proposed Health and Welfare Referral Form. Trustee Stigum moved and Trustee Patterson seconded to approve the use of the proposed form. A vote was taken and the motion passed.

Trustee Stigum moved and Trustee Patterson seconded to accept the new hire of Josette Nebeker as Assistant Boys Basketball Coach. A vote was taken and the motion passed.

At this point a recess was called at 8:45. Trustee Widmier left the meeting by phone. The meeting was reconvened at 8:52.

Superintendent Orr reviewed her Superintendent's Report which included changes to the evaluation format. Trustee Pentzer moved and Trustee Patterson seconded to allow the use of the presented forms for elementary teachers. A vote was taken and the motion passed.

Superintendent Orr talked about the Project Leadership classes she attended in Boise concurrently with Principal Gehring. He talked about the Wednesday classes.

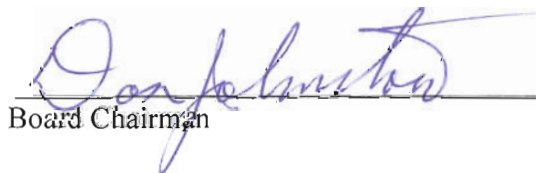
Board members who attended the ISBA convention gave a report on the sessions they attended.

No executive session was held.

Trustee Patterson moved that the meeting be adjourned. Trustee Stigum seconded the motion. Chairman Johnston declared the meeting adjourned at 10:07 p.m.



Clerk



Board Chairman



HIGHLAND SCHOOL DISTRICT #305  
School Board Minutes  
Special Meeting  
November 30, 2011

The Board of Trustees of Joint School District #305 met in special session in the IEN room of the school at 6:03 p.m. Present were Trustees Johnston, Patterson, Stigum, and Pentzer. Trustee Widmier was absent. Also attending was Clerk Weeks, Superintendent Orr and Principal Gehring. Chairman Johnston presided at the meeting. The audience included Athletic Director Loren Orr, Anjee Toothaker, and Bob Toothaker.

There were two proposed changes to the agenda. 2a. Discussion of Handbook – Extra Curricular, and 3a. Plant Facilities. Trustee Stigum moved that the board accept the proposed changes to the agenda. Trustee Pentzer seconded the motion which was passed.


A discussion was held on students having been required to sit out an activity when an infraction of the Activity Code had been committed before the activity had started or the student had yet to sign the Activity Code. Trustee Pentzer moved that the board address the Activity Code references in the Student Handbook at the next regular meeting. Trustee Patterson seconded the motion which was passed. Trustee Stigum moved that for those students who had potential violations of the Activity Code but had not yet started an activity for the year and/or signed the Activity Code be given amnesty. Trustee Pentzer seconded the motion which was passed.

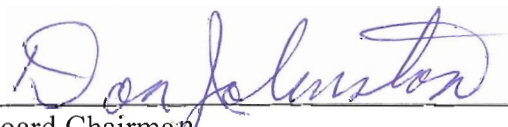
The work session covered various topics. Superintendent Orr and board members discussed in general their vision for the school and things to work toward. Also, a discussion on what our budget would look like for next year was held including what to set the override levy. The salaries and benefits apportionment is set to be cut by 4% for next year and there is a desire to add back the FCS teacher position lost to budget constraints.

Trustee Pentzer moved that a preliminary budget be prepared for the next meeting in order that an amount can be considered for the next override levy election. Trustee Patterson seconded the motion which was passed.

Trustee Pentzer asked that items of future plant facility requests be considered, such as updating the Science room and replacing the cafeteria floor. No action taken.

Trustee Stigum moved that the meeting be adjourned. Trustee Patterson seconded the motion which was passed. The meeting adjourned at 7:53 p.m.

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Board Chairman