

The Culdesac Board of Trustees held their regular meeting on Wednesday, January 12, 2011 as posted in the School Library at 7:00 p.m. Those in attendance were Chairman Cecil Martin, Vice-chairman Lori Zenner, Trustees-Richard Grant and Kathryn Bomar, Superintendent Darrell Olson, Principal Jon Hussman, Clerk/Treasurer Loretta Hammond-Nichols, Guest, three staff, six patrons and one student. (Absent Trustee-Rick Milionis had to work)

ORDER/SALUTE

Chairman called the meeting to order at 7:02 p.m. and those present joined the flag salute.

SUPERINTENDENT REPORT

*Budget Status Report - Mr. Olson reviewed the Fund Balance, Revenue and Expenditures for the M&O Account and Other/Federal Funds for December 2010.

*Erate Update – The communications portion for the two T-1/ISP/Phones system has been approved for Erate reimbursement. The remaining request for upgrades to technology equipment should be reviewed in about 60 days for approval.

*FFA Update – The State Professional-Technical Program Director is pushing for Culdesac to maintain their charter status. Only one student is interested. The student would be required to pay dues to participate at Districts, but without a program at Culdesac, it's probable that the student would not participate at state. The PT Division is worried that if the chapter closes, it would not reopen at a later date due to statistical data. In the next three years the number of students will be up again and likely the chapter could be opened. If students are interested in participating in the PT Program, they have the opportunity under the BPA leadership that Ms. Juhl is Advisor.

*Regional Workforce Training Skill Center – Kootenai County in Coeur d'Alene/Post Falls/Rathdrum area have 40 area manufacturers supporting the program. Several hundred thousand dollars of land donated to the consortium with economic development grant funds have been submitted to the state legislature for approval to open the Fall of 2012. The area Businesses determine the curriculum for the Junior/Seniors to prepare them for the needed workforce in that area. Statistics show that 17% of students attend college while 20% attend skill labor schools and the rest of the 63% go unskilled into the workforce. We are losing jobs overseas because we can't produce the skilled labor needed. Lewiston has 50 interested businesses to develop a consortium in this area.

Trustee Kathy Bomar commented that it will helpful for the centrally located facility for the area industry. The old Walmart building could be used.

Chairman asked if our students would be attending.

Superintendent – response was yes with possibly ½ day at school and then the afternoon at Lewiston to attend the skill center. The student would need to pay tuition to attend.

Trustee Richard Grant asked about bus time.

Superintendent responded that it would take about ½ hour in and then another ½ hour back to school. Students could attend ½ day at Culdesac and ½ day at the skill center.

Chairman reported that linemen for Avista make more per hour with less training costs than Psychologists who have a Masters degree. The lineman training is only 14 months.

PRINCIPAL REPORT

*Enrollment – Culdesac has 99 students.

*Sport Coop Report – The coop with Highland is working to serve the students with issues being resolved with transportation. Coaching issue with the Junior High Girls Volleyball where the job was offered and then withdrawn by Highland since Certificated personnel requested the position. The master agreement for them states that teachers have first option for extracurricular assignments. Culdesac called to express disappointment in the manner that this situation

was handled. Highland expressed that Culdesac could have their own team since both school have enough students. At this junction, Superintendent Olson visited with Superintendent Garick to resolve that the coop agreement will be followed with the two school combined for Junior High Girls Volleyball.

PUBLIC COMMENTS

Comments included - that a pilot project with the Forest Service was an option for one day a week, something similar offered here would be good, annual goals sessions have been good to get staff and student input, loosing kids since the High School does not have Ag to offer, continued budget cuts to salary and benefits will lose good staff, more information is needed out in the community, four-day school day option needs to be looked at, grant writing where staff can get stipends options is needed, community needs ownership in budget decisions, and more job trade skills needed.

BOARD COMMENTS

Chairman announced that the annual goals session is scheduled for January 26, 2011 at the Red Lion in Lewiston. The meeting will start at 8:30 a.m. with Superintendent Dr. Joy Rapp of Lewiston to discuss further coop arrangements for next year with Culdesac for Program sharing. ISBA training with Donajene Turnbow will follow on Board duties and responsibilities. Lunch will be served to the students, parents and staff who attend the afternoon round table discussions that will last until about 2:30 p.m. Representatives from grades 7th through the 12th will be attending.

Mr. Martin read a thank you from the staff for the nice dinner and holiday food items. Chairman thanked the staff for their hard work and appreciated their efforts in education. Chairman Martin explained that Board members have donated to the cost of the staff dinner and the goal meeting.

Mr. Martin handed Principal Hussman a scholarship form that is available from Regence Medical for a Senior to apply in the amount of \$1,000.00. This scholarship was given to the Chairman by wife Sandra Martin who is a paralegal for Regence Medical.

CONSENT AGENDA (Agenda-Revised/Minutes/Finance Report/Current Bills)

The revised agenda includes executive session for student hearing.

Lori Zenner moved to accept the agenda as presented. Seconded by Richard Grant/Motion passed.

UNFINISHED BUSINESS

EXECUTIVE SESION – STUDENT HEARING

Richard Grant moved to enter executive session for student issues as per IC 67-2345. Seconded by Kathy Bomar/Board Poll: Yes, Yes, Yes and Yes/Affirmative response.

INTO EXECUTIVE SESSION: 7:55 P.M.

Invited into executive session: Parents, Student, Superintendent, Principal and Clerk.

Chairman made introductions for the Board and explained the confidentiality issues of the meeting, followed by the procedure of the Hearing and that it was to be recorded.

*Superintendent recommended that the student be expelled due to repeated suspensions.

Principal presented the evidence regarding the student repeated violations that ended in suspensions and finally to recommendation of expulsion.

Student given the opportunity to explain issues.

Parents gave testimony to acknowledgement of violations and options taken to resolve issues. Additional information regarding medical concern reported as well.

Superintendent addressed Board regarding the last minute medical issue.

Principal summarized with recommendation for expulsion.

Final comments were taken from student and parents.

Board dismissed Principal, student and parents with comment that the parents would be notified of the decision in writing by the Principal. The Board will now discuss the information regarding the hearing with a motion made in open session. The student's name is not used in the motion for confidentiality. No decision was made in executive meeting.

OUT OF EXECUTIVE SESSION: 9:05 P.M.

STUDENT HEARING

Richard Grant moved to uphold the recommendation as discussed in the hearing. Seconded by Kathy Bomar/Motion passed.

BREAK – 5 Minutes

HEALTH INSURANCE BROKER APPOINTMENT

Superintendent informed the Board that he spoke with three different brokers in this area as requested by the Board. Tonight the only contact that attended is Mr. John Creaser.

Mr. Creaser introduced himself as a Lewiston resident who has worked in the health insurance business for 19 years. He works with Bill Schnupp who is on the Blue Cross Insurance Board. Mr. Schnupp has been in the insurance business for 29 years. Between the two of them, they represent most insurance carriers. The process will require the employees to complete applications to be used to shop the market. Information regarding your current insurance with the group rate you have may be your best option, but you will not know until you go out and shop around. The coverage for the price you pay with that low deductible may be impossible to beat. I will be getting additional information regarding your current coverage to compare with the market. To beat the cost you will be looking at higher deductibles and less coverage. Another factor is the Obama new health plan law, insurance rates are expected to increase significantly. Renewal date is September 1 for the school plan. Quotes are only good for a month. The preliminary shopping will be done and the information brought to you for review within a few months. The forms will need to be sent to me by February. Most individual plans have a \$5,000.00 deductible to make insurance affordable. Those employees who opt out will need to show that they have other insurance coverage or not receive monetary payment in place of the benefit. Insurance plans will only lock into one year as health needs change every year, the rate will follow those trends.

Staff expressed their concern of wanting better coverage for a reduced rate with similar deductible.

Patron commented that if lower insurance rates are available to the staff that would be good benefit to offer.

Chairman replied that both the teacher group and board are interested in reducing health insurance costs.

Lori Zenner moved to appoint John Creaser as the Health Insurance Broker for the 2011-12 year. Seconded by Richard Grant/Motion passed.

PROPOSED POLICY CHANGES

SECOND READING – POLICY 706.1 JUNIOR HIGH GRADE LEVEL INSTRUCTION-80% PROFICIENCY

Principal reviewed the policy change. Alternate options are available for those students requiring accommodations.

Superintendent recommended that the guidelines be follow this year with full implementation next year.

Trustee commented that parents need the information and take it serious.

Richard Grant moved to adopt the 706.1 policy change for junior high grade level instruction at 80% proficiency as presented. Seconded by Lori Zenner/Motion passed.

POLICY 736.2 REMOVAL OF STUDENT DURING SCHOOL HOURS-CLOSED CAMPUS

Principal reviewed the changes to close campus during school hours explaining that students leaving school during lunch would need parent approval.

Chairman noted that the drawbacks to the changes need addressed before second reading.

Lori Zenner explained that the policy doesn't address the students returning under the influence.

Superintendent remarked that those issues are addressed individually.

Patron comments included concerns that students would bring the problem to school if not allowed to go off campus.

Superintendent explained that discipline issues is a separate policy and do not affect this policy language.

Chairman asked for implementation by second reading motion. No motion – policy change fails for lack of second reading.

LEVY DISCUSSION

Superintendent recommended that we start discussion with staff of items needed. Items that have been expressed to date for consideration is a Breakfast Program that would qualify for provisional status to provide free meals for all students and Special Education options which will benefit students with IEP needs.

Trustee Lori Zenner remarked that the Special Education Program at Culdesac is past capacity and during the annual open enrollment application process those students will need to return to their home district.

Superintendent noted that when programs are full or past capacity, which our program is, that is adequate reason to deny open enrollment applicants. We will need to state the reason for denied enrollment.

Mr. Olson reminded the Board of the Federal Jobs funds that can be used this year or next of about \$46,000.00 that will need to be budgeted as one-time money for staff salary/wages/benefits. This is to retain or restore existing staff, not used to hire new personnel. It is for school level personnel and not district level staff.

Superintendent Olson asked that the levy provide teachers with additional classroom supplies and curriculum to meet their instructional needs. These two areas have been hit hard the last few years of cutbacks.

Chairman asked that the staff requests be considered in the discussion for the February meeting. Other areas of maintenance, transportation and classified can submit requests of items they feel are of importance.

Trustee Richard Grant asked that ideas on how to save money would be appreciated as well.

Patron asked that administration time be cutback and instructional staff be given better wages and benefits.

Superintendent explained that the funding formula determines staff FTE by student attendance with salary determined by placement on the salary schedule according to staff experience and education qualifications. We tried to share a Shop teacher with Highland, but that did not work out. Highland is only interested in sharing sports when it serves their own purpose for their own advantage.

Chairman reported that Highland was not very cooperative when sharing academic staff and Culdesac had to pull them along during the cooperative agreement. We could not continue when Highland would not commit in a timely manner to put the budget together last year. The public needs to know the school needs the funds to maintain programs.

Patron asked that Lewiston be asked to consider sharing the Ag Program for next year. The CYC group will be willing to help get the levy information out again this year.

Chairman explained that sharing programs will be a topic of discussion with Lewiston at the goals meeting. This information has not been openly discussed as it is not a for sure thing. Dr. Rapp is willing to discuss several options but none are concrete. The Highland coop for academics did not work and so we have started discussions with Lewiston. This year we are sharing a Counselor, Transportation and Food Service Programs with Lewiston. Our district borders do not join so we can't consolidate, but we are willing to share services if it serves both schools. Tuition may be a requirement for students to take classes at Lewiston though.

Staff commented that the Counselor is wonderful and the Lunch room seems to be working well.

Chairman commented that last year due to the tough economy the levy request stayed the same for \$175,000.00. Later, parents attended meetings stating that they would support a higher levy. We need to make sure the support is out there that will support the levy as we can't afford for it to fail. This year we can look at raising the request. Since the consolidation of election process is now with Nezperce County and Lewis County Clerks, the polling places will be in different locations and we will need to get that information out early. We have four dates to run a levy. The March date deadline is past us as this option is too early to predict budget needs before the legislature information is released. The May date is our usual election that everyone is used to. The August date is last possible effort before school starts if May election fails, but is after the budget adoption deadline. The November date is not practical for school calendar option. The no voters turn out and it would be a shame if the levy fails due to lazy yes voters not going to the polls. This year the election will be May 17th (third Tuesday in May).

Richard Grant explained the cost increase with raising the levy amount. The increase is small for the home owners in comparison to the farmers increase. The home owners increase would be about \$46.00 where the farmers increase would be \$1,000.00 for a \$250,000.00 levy. The increase for a \$200,000.00 levy for home owners would be an additional \$23.00 and for the farmer increase would be an additional \$500.00. We may need to look at pay to play option similar to what other school are doing for extracurricular activities.

Chairman remarked that the current levy is \$175,000.00 which includes cutbacks of the Breakfast Program and staff benefits. We will need to raise the levy to include those items and maintain existing programs as the State is going to reduce funding again next year.

Superintendent expected to lose another \$100,000.00 for next year which will not fund the status quo for this year.

Patrons commented that the current levy needs to add the Breakfast Program, teacher supplies and salary/benefits request. We understand the need, but the community needs the information to support the request. A good resource is the community newsletter.

Chairman explained that the school can produce information on the levy, but can't promote asking for a yes vote. PTSA has the annual sausage feed that could give out Levy information on March 13. The CYC group is willing to get the word out as well.

Chairman asked the Board to allow him to pursue getting quotes for an electronic reader board in conjunction with Potlatch Credit Union to provide better communication to the community on school events. Board Agreed.

Kathy Bomar noted that she would approach the City in helping with the expense of the reader board for all to use.

HIGHLAND SCHOOL REQUEST

Softball will be held at Culdesac as the Highland Huskies this year. Baseball is requesting the use of the field as well even though no Culdesac students want to participate. Baseball is requesting to use the Huskies name since Culdesac will not have any players. Highland will be responsible for the ump's and field upkeep expenses. Highland has coaches interested for the sports.

Principal Hussman explained that Culdesac will get the concession funds for the games.

Lori Zenner moved to accept Highland School's request as presented. Seconded by Kathy Bomar/Motion passed.

PTSA REQUEST FOR FACILITY USE

The sausage feed is on March 13, 2011. This year 4700 lbs of sausage has been ordered. The PTSA starts preparation on Friday/Saturday and is done on Sunday night after cleanup. Permission is needed to cover insurance liability issues.

Kathy Bomar moved to allow PTSA to use the school for the March 13th sausage feed. Seconded by Richard Grant/Motion passed.

APPROVE DANCE/TWIRLER ADVISOR-MRS. CASH

Superintendent recommended approval for advisor position.

Richard Grant moved to approve Mrs. Cash for the Dance/Twirler Advisor for the 2010-11 year. Seconded by Lori Zenner/Motion passed. Break – 5 minutes

NEW BUSINESS

POLICY 526.0 SUBSTITUE TEACHER RATE CHANGE (FROM \$160 TO \$120 DAY) – FINANCIAL EMERGENCY DECLARATION

Board agreed to update the policy change as per declaration of the financial emergency as budgeted for cutbacks.

SCIENCE CLUB REQUEST

Board had additional questions regarding nationals, advisor pay and needed to wait to talk with Mrs. Schultz.

Kathy Bomar moved to revisit the Science Club request at the February meeting. Seconded by Lori Zenner/Motion passed.

Lori Zenner moved to enter executive session as per IC 67-2345 for personnel issues. Seconded by Kathy Bomar/Board Poll: Yes, Yes, Yes and Yes/Affirmative response.

INTO EXECUTIVE SESSION: 11:44 P.M.

Clerk and Principal were dismissed from meeting.

Chairman reported minutes.

Administrative issues were discussed.

Principal was invited into meeting.

Clerk invited into meeting.

Personnel issues discussed.

No decisions were made during executive session.

OUT OF EXECUTIVE SESSSION: 1:30 A.M.

PERSONNEL – no motions needed at this time.

ADJORNED: 1:30 A.M.

Chairman

Clerk