

SPECIAL MINUTES
JT SCHOOL DISTRICT #342
CULDESAC, ID 83524

The Board of Trustees called a special meeting for personnel and Pay for Performance Plan approval as posted on Wednesday, August 24, 2011 at 8:00 p.m. in the Library. Those present were Chairman Cecil Martin, Vice-chairman Lori Zenner, Trustees Richard Grant, Kathryn Bomar and Bryce Scrimsher, Superintendent Darrell Olson and Clerk Loretta Hammond-Nichols.

ORDER/SALUTE

Chairman called the meeting to order and those present joined in the flag salute at 8:05 p.m.

PAY FOR PERFORMANCE PLAN APPROVAL (PFP)

Superintendent presented the documentation prepared by the K-12 certificated staff. Staff worked several days and attended a workshop in August in preparing the plan. The staff made the levels simple to determine the steps to receive bonus pay upon the school achieving AYP, which is paid out the following year in December.

Trustee Richard Grant asked what if the Board does not approve the plan as the measures seem extremely low?

Superintendent replied that the state will implement their guidelines for the school that match the existing state requirements. The school must first make AYP, then meet state requirements and finally achieve the measures from the school plan before a bonus is paid to staff.

Trustee Kathy Bomar asked the Superintendent to follow up with testing scores for the Board on PFP.

Chairman asked if the plan can be tweaked at a later date?

Superintendent said that the plan can be adjusted.

Lori Zenner moved to accept the PFP as presented. Seconded by Kathy Bomar/Motion passed.

706.1 JUNIOR HIGH GRADE LEVEL INSTRUCTION POLICY REVISION – EMERGENCY ADOPTION

Mr. Olson reported that Principal Stowers and Superintendent revised the policy for adoption to implement for the current school year to clarify language regarding requirements for promotion with 7th and 8th grade students.

Kathy Bomar moved to adopt the Policy Revision for 706.1 as an emergency adoption as presented. Seconded by Lori Zenner/Motion passed.

PERSONNEL

SCHOOL PSYCHOLOGIST

Superintendent recommended Shahna Paul through purchased services as the School Psychologist. She served as Counselor as well last year through the Lewiston Coop. This year Lewiston is using her full time as Counselor. She will work with Culdesac as needed basis. She has her masters and will be working on an hourly rate for testing, assessment and reporting as per IEP needs.

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Richard Grant moved to hire Shanha Paul for the School Psychologist for the 2011-12 year. Seconded by Lori Zenner/Motion passed.

FOOD SERVICE COOK POSITION

Superintendent Olson announced that the Cook Pam Phillips resigned since the last offer the Board had made due to family issues. She will train the new hire before moving to Boise. The position is advertised.

Richard Grant moved to accept Pam Phillips resignation as Head Cook. Seconded by Lori Zenner/Motion passed.

Superintendent explained that several people were interested but only one was available for an interview due to the short notice of the resignation. The applicant Debbie Marker has worked at Highland School in their Kitchen this past year as assistant cook. Debbie is receiving two days training with the previous cook, attending two workshops in Lewiston this week and completing her on-line certification for Kitchen Manager before school starts. Mr. Olson recommended Debbie Marker for the cook position. Superintendent noted that he will be assisting the Food Service Program by picking up fresh produce from Fiesta Foods on his way to work to help cut costs.

Lori Zenner moved to accept the recommendation to hire Debbie Marker for the cook position for the 2011-12 school year. Seconded by Bryce Scrimsher/Motion passed.

ADJOURNED: 8:35.P.M.

Chairman

Clerk

