

SHOSHONE JOINT SCHOOL DISTRICT NO. 312
BOARD OF TRUSTEES' MEETING MINUTES

Tuesday: December 10, 2019

6:30 p.m. Board Work Session

7:00 p.m. and Regular Board Meeting

Board Work Session: 6:30 p.m.

Present:

Board Members: Chair Anthony Bozzuto and Vice-Chair Lorie Race. Trustees: William Marsh and Sarah Thomas. The board work session began at 6:33 p.m. as a quorum was established.

Staff: Dr. Rob Waite, Principals Kelly Chapman and Kelly Wilkins, Clerk Heather Wallace.

Absent: Trustee Sarah Stowell; prior commitment. Excused by the Board

Guest: Oscar Rodriguez; incoming board member.

It is noted this is the last meeting of Trustee Stowell's term.

I. School Board Basics:

Dr. Waite begin a workshop series on "School Board Basics". Part two of the series referenced Key Works of School Boards and the following points:

- Successful Boards have: intense focus of time, energy and attention to what is most important, big picture perspective, and develops leadership within the organization.
- Consistency: being a model practice in their own domain by a board is one of most important actions of a school board and leadership.
- Effective boards have good relationships. There are four important relationships within an organization:
 - a. Board/Superintendent
 - b. Board/Staff
 - c. Board/Board
 - d. Board/Community
- The four most common distractions for school boards are breakdowns within the four relationships. Breakdowns create conflicts, going astray from goals and plans, "picking sides", etc.
- A definition of a Board/Superintendent relationship was provided by the National School Boards' Association.
- An effective Board should ask six questions on a regular basis:
 - a. Have you built trust and understanding between the Board of Trustees and the Superintendent?
 - b. Do you believe you have a shared vision which is orientated to student needs?
 - c. Have you developed an understanding of roles, and expectations of the board of Trustees and the Superintendent?
 - d. Do you have confidence in each other to make effective decisions, build consensus, resolve conflict and learn together?
 - e. Have you developed communication plans and information flow within and between the Board and the Superintendent?

f. Are you able to present to the community truthful, substantial messages consistently communicated to all internal and external publics both formally and informally?

- The most important job of a school board is to hire the superintendent.
- Further discussions took place on building trust, communication, effective superintendents keep the board focused on the important issues and helps with board direction.

In closing, Dr. Waite information was provided by the National School Boards' Association (researched based) and American School Board Journal, Northern Iowa Center Institute for Educational Leadership.

Regular Monthly Meeting 7:00 p.m.

I. Call to Order:

The monthly school board meeting was called to order at 6:55 p.m. by Chair Bozzuto. Meeting was held in the Shoshone High School art room (#278) located at 61 East Highway 24, Shoshone, Idaho.

Present:

Board Members: Chair Anthony Bozzuto and Vice-Chair Lorie Race. Trustees: William Marsh and Sarah Thomas.

Staff: Dr. Rob Waite, Principals Kelly Chapman and Kelly Wilkins, Clerk Heather Wallace.

Absent: Trustee Sarah Stowell; prior commitment. Excused by the Board

Guest: Oscar Rodriguez; incoming board member.

It is noted this is the last meeting of Trustee Stowell's term.

II. Pledge of Allegiance: Chair Bozzuto led the Board and staff in the *Pledge of Allegiance*.

III. Consideration of Public Input:

Those wishing to address the Board will fill out a *Request to Appear* before the Board (4105F) and submit to the district clerk before the beginning of the meeting. None were presented before the Board of Trustees.

IV. Reports:

A. Shoshone Education Association (S.E.A.): No report for the month of December.

B. Shoshone Teachers: Principal Chapman reported the week of December 09, 2019 is a busy week for the District with the following schedule:

- December 10th at 7:00 p.m. is the Secondary Christmas Concert
- December 11th is the Elementary Christmas Concert
- December 11th is the High Desert High School Open House from 10 a.m. to 2 p.m.
- The Staff/Board Christmas Party is also on December 11th from 10 a.m. to 4 p.m. (a buffet type lunch provided throughout the day)
- Middle/High School Attendance Appeals are on December 11th.
- The R.A.M Corporation will be in the District December 11th and 12th researching the four-day school week, including staff, student, parent interviews.

C. Student Body: No report for the month of December.

1 D. Goals and School Improvement: It was noted this item was combined with the school board
2 training section of the agenda.

3
4 **V. Consent Agenda:**

5 A. Approval of Agenda

6 B. Approval of the Minutes

7 1. November 12, 2019

8 C. Weekly Principal/Superintendent Reports

9 D. Accept reports as presented

10
11 Trustee Thomas made a motion to approve the consent agenda as presented. Vice-chair Race
12 seconded.

13
14 Discussions: Principal Wilkins reported on December Istation test results as follows:

- 15 • Kindergarten: went from 28% to 42% proficient
- 16 • 1st Grade: went from 21% to 48% proficient
- 17 • 2nd grade: went from 36% to 54% proficient
- 18 • 3rd grade: Proficiency stayed the same but tier 3 went from 29 % to 18% below
19 proficiency and tier 2 went from 29% to 32% below proficiency.

20
21 Chair Bozzuto stated upon hearing there were no more questions or discussions, stated it had been
22 moved and seconded to approve the consent agenda as presented and asked for Trustees' voice
23 vote. Motion carried by four aye votes to zero nay votes.

24
25 **VI. Financials:**

26 A. Accounts Payables

27 B. Financial Statements: District
28 Elementary
29 Secondary

30 Vice-chair Race made a motion to accept the accounts payable and financial statements as
31 presented. Trustee Thomas seconded.

32
33 Discussion:

- 34 • Dr. Waite reported on behalf of the business manager the following:
 - 35 a. The District's Consolidated Plan has been approved by the Department of Education.
36 The plan affects title, special education programs, and reimbursements have been
37 requested.
 - 38 b. District General funds 100.616310 and 100.616320 are related to the special education
39 expenditures (Medicaid billing) and the expense of the Medicaid Match. In the past,
40 these expenses were recorded in the Federal Special Education Funding. Per the
41 Department of Education those expenses now are to be recorded in the general fund.
42 These two accounts were not included in the budget therefore this will create a
43 negative balance.
 - 44 c. The general fund revenues and expenses are as expected for this time of year.

45
46 Chair Bozzuto stated if there was no further discussion, it was so moved and seconded to approve
47 the accounts payables and financial statements as presented and asked for Trustees' voice vote.
48 Motion carried by four aye votes to zero nay votes.

1 **VII. Board Business:**

2 A. District Policy:

3 Policy 5320P: PERSONNEL: Drug and Alcohol Abuse Testing Program and
4 Procedures (amend)

5 Vice-chair Race made a motion amend the policy as presented. Trustee Thomas
6 Seconded.

7
8 Discussion:

9 Dr. Waite stated the change in the policy correctly identifies St. Luke's Magic Valley as
10 the drug testing company the District uses. St. Luke's also works with the District on
11 employee physicals and worker's comp claims.

12
13 Chair Bozzuto stated it had been moved and seconded to amend policy as presented and asked for
14 Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

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16 B. Trustee's Oath of Office (effective January 01, 2020)

17 Anthony Bozzuto

18 Oscar Rodriguez

19
20 At this time the Oath of Office as administered to Anthony Bozzuto and Oscar Rodriguez for
21 four- year terms.

22
23 **VIII. School Board Training- Key Works of School Boards: Dr. Waite**

24 A. Developing Leadership:

25 For this section of the board meeting Dr. Waite initiated discussion with the Board of Trustees on
26 the topic of "*Developing Leadership in Organizations*". Discussions took place on:

- 27
- 28 • Trust: a core leadership resource for improvement in education.
 - 29 • Low Trust: leads to toxic relationships, lower performance records, lower levels of
30 collaboration, declined improvements.
 - 31 • Five Facets of Trust:
 - 32 a. Benevolence
 - 33 b. Honesty
 - 34 c. Openness
 - 35 d. Reliability
 - 36 e. Competence
 - 37 • Building Trust/Implementation tips:
 - 38 a. Focusing on goals
 - 39 b. Supporting and empowering others
 - 40 c. Be a learner
 - 41 d. Understand and accepting change processes
 - 42 e. Recognizing and rewarding achievements
 - 43 f. Invite and encourage responsibility
 - 44 g. Be willing to make changes professionally and personally
 - 45 h. In safe environments intelligent risks for improvement will occur
 - 46 i. Offer praise, recognition and appreciation
 - 47 j. Convey high expectations for all team members
 - 48 k. Involve others in decision making/work together
- 49

- 1 l. Support others
- 2 m. Encourage others to consider new ideas
- 3 n. Judiciously evoke the power of authority
- 4

5 Dr. Waite closed by stating the information shared is researched based and cited from the
6 National School Board Association.

7

8 **IX. Motion for Adjournment:**

- 9 A. Next Meeting:
 - 10 Board Work Session: Tuesday, January 14, 2020 at 6:30 p.m.
 - 11 Regular Board Meeting: Tuesday, January 14, 2020 2019 at 7:00 p.m.
 - 12 Shoshone High School Art Room (#278)
 - 13 61 East Highway 24
 - 14 Shoshone, Idaho 83352

15

16 Trustee Thomas made a motion to adjourn the meeting at 7:24 p.m. Vice-chair Race seconded.


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18 Discussion: None

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20 Chair Bozzuto stated it had been moved and seconded to adjourn the meeting and asked for
21 Trustees' voice vote. Motion carried by four aye votes to zero nay votes.

22

23 
24 Heather Wallace
25 District Clerk
26 December 10, 2019

27

28 This document serves as the official minutes of the December 10, 2019 Board Meeting. A
29 recording was made of this meeting.