

SHOSHONE JOINT SCHOOL DISTRICT NO. 312  
BOARD OF TRUSTEES' MEETING MINUTES  
Tuesday: November 08, 2022  
6:30 p.m. Board Work Session  
7:00 p.m. Regular Board Meeting

**Board Work Session: 6:30 p.m.**

Present:

**Board Members:** Chair Anthony Bozzuto and Trustees William Marsh, Oscar Rodriguez. The board work session began at 6:38 p.m. It was noted a quorum was present for the work session.

**Staff:** Dr. Rob Waite, Principals Kelly Chapman and Kelly Wilkins, S.E.A. Representative Denice Christiansen and Clerk Heather Wallace.

**Absent:** Vice-Chair Lorie Race. Prior commitment, excused by the Board of Trustees  
Trustee Eli Gough. Excused by the Board of Trustees.

**Guest:** None

**I. Human Resources, Big Picture:** Dr. Waite begin the work session with a power point titled: Human Resources: One of the Key Works. It was stated the partnership between employees and the Board/administrators is in good standing within the district; adding that Dr. Waite is grateful to the Board and staff for making relationships happen.

As Dr. Waite went over the power point (attached as support documentation to these minutes), and discussion took place on the following:

- Past experience shows that most employees want support from their employer, “meaning” in their position, and accountability, more so than pay.
- Reasoning for crisis in hiring: lack of applicants for teachers, administrators and classified staff.
- Retaining and longevity of teachers, principal and superintendents.
- Low economic areas, rural areas and inter-city areas have low employee retention rates.

Discussion continued of what support and accountability mean to staff, including simple gratitude, listening, celebrating and acknowledging good things, the availability of help when struggling, trust, orientation, commitment to team concept and goals, clear expectations of who does what, having and following policy / chain of command, and honesty.

Dr. Waite acknowledged that the teaching staff of Shoshone do a good job in the mentioned areas of support, accountability and is impressed the district does not incur issues other districts seem to have. It was mentioned good indicators are clear defined roles, shared vision, good communication, on-going training, checking in with each other, good communication, sharing the good and the bad, respect, regular evaluations and joint accountability.

1 **Regular Monthly Meeting 7:00 p.m.**

2  
3 **I. Call to Order:**

4 The monthly school board meeting was called to order at 7:06 p.m. by Chair Anthony Bozzuto.  
5 Meeting was held in the Shoshone School Art Room (#278) located at 61 East Highway 24,  
6 Shoshone, Idaho.

7  
8 Present:

9 **Board Members:** Chair Anthony Bozzuto and Trustees William Marsh, Oscar Rodriguez.

10 **Staff:** Dr. Rob Waite, Principals Kelly Chapman and Kelly Wilkins, S.E.A. Representative  
11 Denice Christiansen and Clerk Heather Wallace.

12 **Absent:** Vice-Chair Lorie Race. Prior commitment, excused by the Board of Trustees

13 Trustee Eli Gough. Excused by the Board of Trustees.

14 **Guest:** Shoshone Middle School Teacher / Aca Deca Advisor Ellen Bennett and the Aca Deca  
15 Team.

16  
17 **II. Pledge of Allegiance:** Chair Bozzuto led the Board and staff in the *Pledge of Allegiance*.

18  
19 **III. Consideration of Public Input:**

20 A. Request to Appear before the Board (4105F) was not presented to the board clerk at the time  
21 of the meeting.

22  
23 **IV. Reports:**

24 A. S.E.A.: Mrs. Christiansen reported for both the S.E.A. and teachers by reading the following  
25 information shared with her:

- 26 • The recent book fair raised \$1,152 to purchase new books. Mrs. Owens thanks the  
27 community for the support.
- 28 • The Shoshone Elementary has had two episodes on their podcast; there is a link on the  
29 Shoshone Elementary Facebook page to both the podcast and blog page.
- 30 • Mrs. Knight and the Compliment Group have been sending complimentary notes to staff.
- 31 • Mrs. Reyes invited the Board to visit her second grade classroom.
- 32 • Ms. Sorensen reported the kindergarten classroom had a fire safety presentation by the  
33 local fire department and also a dental hygiene presentation from another agency.
- 34 • Mrs. Koonce stated her class is building communities during their Storyline time and  
35 recently held town elections.
- 36 • Ms. Longchamps reported the donation box for the Clothing Closet is almost completed.
- 37 • Battle of Books has started in the elementary. There are two teams this year: 3/4 grades  
38 with 17 students and 5/6 grades with 25 students.

39 B. Shoshone Teachers: Combined with the S.E.A report.

40 C. Student Body: Mrs. Bennett along with three of the eight members of the Aca Deca spoke of  
41 the benefits of being part of the Aca Deca team, Shoshone High School is hosting the next Aca  
42 Deca invitational meet on Saturday, November 12, 2022. The team explained the purpose of an  
43 invitational and competitions. This year's topic is the American Revolution and the book  
44 Wieland by Charles Brockden Brown, written in 1798. Students will be tested in Art, Economics,  
45 Literature, Mathematics, Music, Science and Social Science.

46 D. Goals and School Improvement.

47 1. CSI-Up Exit: Principal Chapman reported that after several years of being in school  
48 improvement status for the middle school grades and the alternative school, Shoshone was exited  
49 from the program by improving test scores in English Language Arts and Math. Principal  
50 Chapman explained when moved to school improvement status, districts receive more support

1 from the SDE, a capacity builder, more funding to address learning, and more accountability.  
2 Principal Chapman also reported the district's capacity builder complimented Shoshone for being  
3 further along than other schools by using the resources available. Discussion followed with the  
4 alternative school graduation rate, Common Core in Math no longer a teaching standard and the  
5 new state standards adopted in July 2022, along with the intent of state standards. The Board  
6 congratulated Mrs. Chapman and staff on their hard work and student gains.

7  
8 **ACTION ITEMS**

9  
10 **V. Consent Agenda:**

- 11 A. Approval of Agenda  
12 B. Approval of the Minutes:  
13 1. October 11, 2022 Regular Board Meeting  
14 C. Weekly Principal/Superintendent Reports  
15 D. Accept as Presented  
16

17 Trustee Marsh made a motion to accept the consent agenda as presented. Trustee Rodriguez  
18 seconded.

19  
20 Discussion: Principal Wilkins updated the board on the Dyslexia training regulations and how  
21 most of the staff received the required training. A discussion took place on the definition of  
22 Dyslexia, the training requirements and recent changes, school goals, and how the district does a  
23 good job identifying students in this area and provide students' needs.  
24

25 Chair Bozzuto stated with no more discussion on the item five: Consent Agenda, asked for voice  
26 votes of all those in favor vote aye, all those opposed say so. Motion carried unanimously.  
27

28 **VI. Financials:**

- 29 A. Accounts Payables  
30 B. Financial Statements- District: October 2022  
31 Secondary Financial Statements- October 2022  
32 Elementary Financial Statements- October 2022  
33

34 Trustee Marsh made a motion to approve the Accounts Payables and Financial Statements as  
35 presented. Trustee Rodriguez seconded.  
36

37 Discussion: Dr. Waite read the monthly financial re-cap from Business Manager, Shannon  
38 Harris.

- 39 • In the 2022-2023 budget presentation, the carryover "COVID" funds from FY22 to FY23  
40 were not reported by error. The fund is being used for the shop building that was put on  
41 hold from last year until this year. After consulting with Mike Burr, the school auditor,  
42 the district can remedy the error by doing an amended budget at the end of the year. Mr.  
43 Burr clarified the COVID fund accounts are reimbursable accounts; therefore, not a  
44 carryover situation, but a revenue/expense situation.  
45 • Dr. Waite was asked to clarify the following accounts payables:  
46 a. Farmers Bank/Visa: Late charge of \$15.22 in September and \$22.89 in  
47 October. The district is disputing a credit card charge from August in the amount  
48 of \$175. The dispute is still ongoing therefore when the district didn't pay the  
49 \$175, the bank charged interest on the total balances for those months, not  
50 interest on the \$175.

1 b. LocoRobo Innovations \$8,180; Drone Class Licenses. There is a new class in  
2 the middle school involving drones and computer programing taught by Mrs.  
3 Martin. The class will focus on assembling, programing and flying the drones.  
4 Dr. Waite reported the class is an exciting addition to the school.  
5

6 Chair Bozzuto called for a vote on VI. Financials, by all those in favor said aye. All those that  
7 oppose say so. Motion carried unanimously.  
8

9 **VII. School Board Training- School Improvement**

10 A. What Works in Instruction:

11 Dr. Waite reported that several times he has been invited to other school districts and their  
12 communities or committees to speak about his experience and research with the four-day school  
13 week. When Dr. Waite is asked to do a presentation he includes the three pillars of education and  
14 not the financial aspect. The three things in education that have been proven to work.

- 15 • Instructional time with a teacher. Spending time in the classroom with a quality instructor  
16 proves that students learn.
- 17 • A teacher that is highly trained with job embedded professional development.
- 18 • Curriculum of the Home: Non-curriculum based instruction such as field trips, school  
19 activities, time spent on learning basic skills that at one time was taught at home such as  
20 fixing a tire, baking, sewing, etc.

21  
22 Dr. Waite stated the advantage of a four-day week is the three pillars can be effective without  
23 compromising any of them. Examples were given as professional development is held on  
24 Fridays, field trips are scheduled on Fridays without taking time away from education or the  
25 classroom.  
26

27 Principal Chapman added the secondary side has incorporated an advisory period every  
28 Thursday for the students. Advisory time is a shorter class period before lunch where “life  
29 skills” are taught such as basic auto mechanics, basic kitchen skills, how to make professional  
30 phone calls and schedule appointments, and so on.  
31

32 **VIII. Motion for Adjournment:**

33 A. Next Meeting:

34 Tuesday: December 13, 2022

35 Board Work Session: 6:30 p.m.

36 Regular Board Meeting: 7:00 p.m.

37 Shoshone High School Art Room (#278)


38 61 East Highway 24

39 Shoshone, Idaho 83352  
40

41 Trustee Marsh made a motion to adjourn the meeting at 7:49 p.m. with Trustee Rodriquez  
42 seconding.  
43

44 Discussion: None  
45

46 Chair Bozzuto stated all those in favor say aye. Motion carried unanimous.  
47

48   
49 Heather Wallace  
50 District Clerk

1 November 11, 2022

2

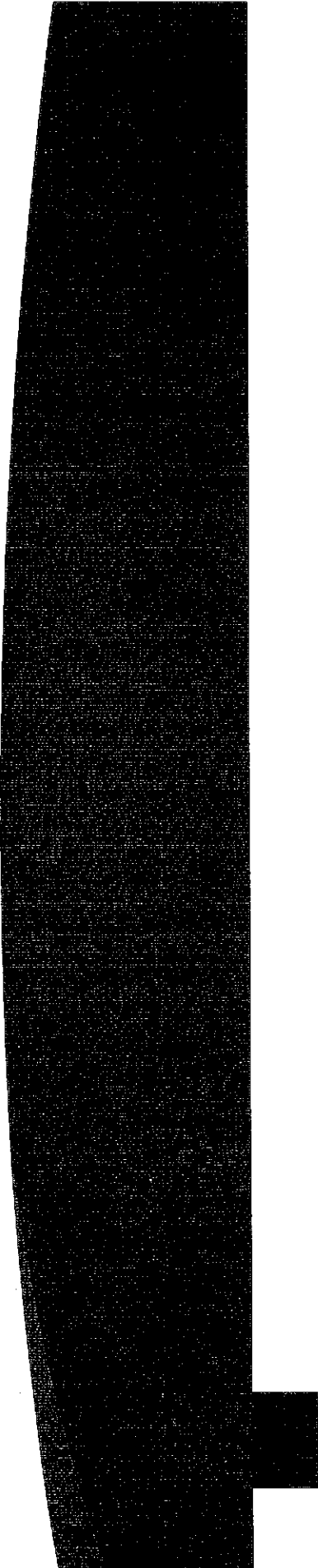
3 This document serves as the official minutes of the November 11, 2022 Board Meeting. An  
4 audio recording is available of this meeting.

# Human Resources

ONE OF THE KEY WORKS

# Issues

- ▶ Staff availability is at an all time low
- ▶ 44% of teachers new teachers won't last 5 years
- ▶ Penn study conducted in 2021 found that retention is lowest in "high poverty, high minority, rural and inner city" districts.
- ▶ "Support staff" nationally has declined by 9.3% in the last year according to US labor statistics.
- ▶ 8% of education workers leave permanently each year.
- ▶ Average Principals stays 4 years. The average Superintendent 3.2.
- ▶ "Effective school leaders also need time — usually about five years — to build trust with faculty and parents, set a vision for improvement, and hire the right people."

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- ▶ “Effective school leaders also need time — usually about five years — to build trust with faculty and parents, set a vision for improvement, and hire the right people.” (Learning Policy Group study)
  - ▶ “School districts with a ‘positive’ relationship between their staff and school board have better student outcomes.” (Aisbury and Gore study)
  - ▶ “Only by the end of the fourth or fifth year of teaching do most newcomers become competent.... Of course there will be variation among teachers in whether it takes five years or less, depending upon the person and the setting.” (Cuban, Stanford study)



# “Support”

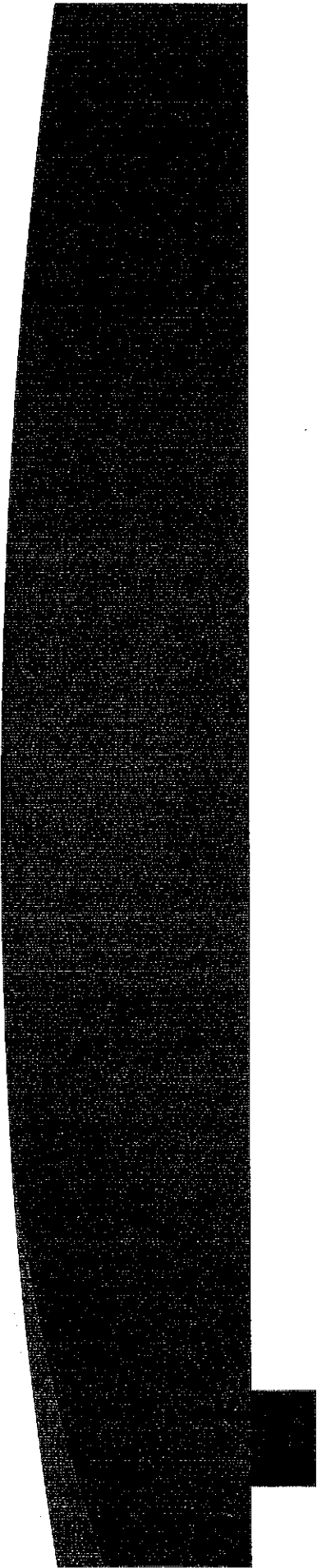
- ▶ What does “support” of staff mean to you?
- ▶ What does “support from the staff mean to you?

# Goal of mutual support of all team members

- ▶ “Trust” - Key building block of education reform
- ▶ “Orientation” (same page)
- ▶ “Team” (commitment to team concept)
- ▶ “Clear expectations” (follow policies, chain of command)
- ▶ “Honest”

# Zagat success indicators

- ▶ Roles are clearly defined and understood
- ▶ Shared vision
- ▶ Communication
- ▶ Training

- 
- ▶ Regular check ins
  - ▶ Communication systems
  - ▶ Shoulder hardships together
  - ▶ Work together to establish and use goals
  - ▶ Respect roles and responsibilities
  - ▶ Regular, joint evaluations of how things are going
  - ▶ Joint accountability amongst team members

