

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

Tuesday, April 08, 2025
6:30 p.m. Board Work Session
7:00 p.m. Regular Board Meeting
Shoshone School Building, Art Room #309
61 East Highway 24, Shoshone, Idaho

Board Work Session: 6:30 p.m.

Present:

Board Members: Vice-Chair Margarita Juarez. Trustees Jose Regalado and Nick Wallace. Meeting was held in the Shoshone School Art Room (#309) located at 61 East Highway 24, Shoshone, Idaho.

Staff: Dr. Rob Waite- Superintendent, Principals Kelly Chapman and Kelly Wilkins. Shoshone Education Association (SEA) Representative Denice Christiansen and Clerk Heather Wallace.

Absent: Chair Oscar Rodriguez- due to prior commitment. Excused by the Board of Trustees.
Trustee Lorie Race due to prior commitment. Excused by the Board of Trustees.

Guest: None

The board work session began at 06:32 p.m. It was noted a quorum was present for the work session.

A. Continuation of State of the District/ Superintendent-Board of Trustees Evaluation Discussion. (continuation from the previous board meeting).

Dr. Waite and the Board of Trustees continued the discussion of the State of the District / Superintendent - Board of Trustees Evaluation. Discussion included a PowerPoint titled: State of the District, which has been filed with the official April Board Packet.

Dr. Waite emphasized the growing importance of the State of the District review, especially with the upcoming superintendent search expected within the next 1-3 years. He added that change is survivable if the focus remains on the big picture and the Board is in agreement with those ideals.

The superintendent search discussion continued, with Dr. Waite stating the best practice is to start early and develop a district profile based on the district values. A clear profile directs the process, keeps the guidelines honest, and helps find candidates who match the district's values. In response to Trustee Wallace's questions on a timeline, Dr. Waite stated it depends on the method chosen. Options are:

- Hire the Idaho School Boards Association: Requires district-led prep work.
- Hire a national recruiting agency: Specializing in educational hiring, assists with developing a profile, will meet with staff and the hiring committee, will help direct the search.
- Self-Managed Search: Riskier if resources are not properly utilized.

Dr. Waite added that research shows strong candidates seek districts with manageable challenges; not impossible challenges.

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Dr. Waite continued the original discussion by listing the five key components of superintendent-board alignment:

- Leadership
- Organizational Management
- Human Resources and Labor Relations
- Policy and Governance
- Execution of Goals (Strategic Management)

Dr. Waite stated the District should be proud of all the following areas and accomplishments:

Execution of Goals- Strategic Management.

Goal 1. Construction of the multipurpose building/Updates:

- 90% of the construction documents have been submitted to the State for approval.
- Construction bid packages are in progress.
- The timeline still allows for construction to begin June 2025.
- Over 2 million dollars has been received from the Modernization Fund. When the funds aren't being expended, the account is earning interest, the current monthly interest rate is 4.397%. Funds are starting to be used for preliminary construction costs.
- No roadblocks have been encountered; estimations still remain within the budget.
- Future planning: The Board will need to begin discussions on the funding for the remodel of the two main entrances; potential bond or alternative revenue sources.

Goal 2. Student Opportunities:

- Continued expansion of student opportunities. These are opportunities students wouldn't have if they attended school somewhere else. Opportunities include increased college trips and college exposure, summer camps, career exposure, with all being integrated into the senior project criteria. Dr. Waite reported there are expenses involved but student opportunities are a good use of the District's money. Dr. Waite provided an example of how the program is growing: recently the District was working with two students on attending summer camps. The students applied to the High Desert College Collaboration organization for a scholarship to help with camp expenses. Not only did the organization award the students a scholarship to pay for the camp tuition but also provided a travel stipend. Dr. Waite said other outside entities are taking notice of the program and are recognizing the value of the program.
- Friday enrichments are unique to Shoshone Schools, offering students exposure to activities they normally wouldn't do, have the means to do, or that other schools don't do. Many enrichments start as student ideas and morph into something bigger, even into groups or clubs. There is ongoing evaluation and innovation in student opportunities.

Dr. Waite returned to the topic of **Leadership** that was discussed in the previous meeting.

Leadership:

Dr. Waite stated **Leadership** is a key element of the district's strategic plan, emphasizing that leadership is most effective when leaders are found throughout the school and not tied to titles. Dr. Waite continued by saying, "*It's not luck to have leadership in the organization, it's creating leaders and creating an environment to have leaders*".

Organization Management: Dr. Waite stated the Trustees and staff have a strong adherence to the Chain of Command policy and the flow of information within the organization. By having a structure in place it builds confidence and creates a process for all to follow.

Policy and Governance:

Dr. Waite said the District does well with governance by maintaining focus on meaningful issues; not wasting time and resources on small issues. Research shows strong school boards and strong superintendents do well when there is a laser like focus, which Shoshone does well. The district tends not to have debates within the organization or school board about decisions that have been made. The focus is clearly what is best for the students.

In the previous board meeting, Dr. Waite touched on the budgeting process as part of the **Human Resources and Labor Relations** and now continued the discussion by stating how the budget process is also tied into the **Policy and Governance** component. Dr. Waite is proud of where the district stands on:

- Zero based budget concept and avoiding the rolling over from year to year practice, the budget is a spending plan for the year.
- The budget is aligned to the district needs and reflects the goals of the school.
- Open Budget Committee: It's not required by law to have a budget committee; but a practice the Shoshone School District does. With the committee comes transparency and with public participation encouraged.
- When the Board approves the budget, it's the official spending plan for the year; which is why the budgeting process is critical to fiscal year planning.

Dr. Waite invited Board questions or comments. None were received.

B. Continuation of District Projects

No further discussion took place for item B. as it was reviewed with item A.

This concludes the *State of the District- Board / Superintendent Evaluation*. The clerk will provide an official document for Board approval and signature.

Regular Monthly Meeting 7:00 p.m.

I. Call to Order:

The monthly school board meeting was called to order at 7:02 p.m. by Vice-Chair Margarita Juarez. Meeting was held in the Shoshone School Art Room (#309) located at 61 East Highway 24, Shoshone, Idaho.

Present:

Board Members: Vice-Chair Margarita Juarez (acting as Chair in the absence of Chair Oscar Rodriguez), Trustees Jose Regalado and Nick Wallace.

Staff: Dr. Rob Waite- Superintendent, Principals Kelly Chapman and Kelly Wilkins.
Shoshone Education Association (SEA) Representative Denice Christiansen and Clerk
Heather Wallace.

Absent: Chair Oscar Rodriguez due to prior commitment. Excused by the Board of
Trustees.
Trustee Lorie Race due to prior commitment. Excused by the Board of Trustees.

Guest: None

II. Pledge of Allegiance: Vice-Chair Juarez led the Board and staff in the *Pledge of Allegiance*.

III. Consideration of Public Input:

A. Request to Appear before the Board (4105F): The clerk received no such requests.

IV. Reports:

A. S.E.A.: No report for the month of April.

B. Shoshone Teachers: Presented by Mrs. Christiansen:

- From Mrs. Nordstrom: The high school drama club held their annual play the weekend before spring break. The title of the play was Hamilton. The middle school drama show is scheduled for May 7th and 8th.
- From Mrs. Huddleston: 7th grade students have been discovering geometry concepts, including 3-D shapes, scale models, and circumference of circles. Students engage through manipulatives, class discussion, class activities as in digital escape rooms and gallery walks.
- From Mrs. Lewis: FFA attend the State Leadership Conference the first week of April. The Floral Design team placed 10th in state, with one student individually placing 16th out of 170 students. Another student competed in the Agri-Science Fair Project and received a Gold Award. Students have also been involved in community service projects at Jae's place, attended workshops, sessions, career fairs, and additional service projects. In more news, the Robotics team competed at the Ford Idaho Center over spring break. They not only showed off their robot but were interviewed by judges and industry professionals about how their season went and struggles they overcame throughout the season. Lastly, The Greenhouse class is working hard to get plants ready for the greenhouse sale on May 9th and 10th.
- From Mrs. Reyes: 2nd graders are working on writing a paragraph reflecting on their leadership abilities at the beginning of the year versus the end of the year. Mrs. Reyes' class won the penny war by a significant amount, partly due to strategizing and planning how to use their money wisely.
- Mrs. Sant: The 4th-7th grades participated in the High Desert College Collaboration. The 7th grade students interviewed the high school seniors with questions about how high school is different from middle school, what challenges were faced in high school, what is fun about high school, and what things in high school prepared them for after graduation? The 7th graders then wrote a five-paragraph essay based on the seniors' responses and how it can help other students be successful in high school. It was a great experience for the 7th graders to use their communication, writing, and interview skills. The Essays were submitted to the High Desert College Collaboration Committee for review and possible recognition in the form of a scholarship. The seniors did a nice job of using their communication and speech skills.

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

D. Goals and School Improvement:

Principal Wilkins Report:

- Literacy night had 44 families attend (125 people). The Silent auction raised \$640 from the themed baskets. Each grade level teacher provided literacy activities for the students to participate in. Families were also served a potato bar for dinner; staff were provided a free potato bar for lunch the next day.
- The elementary staff participated in an “underground dress up day”, where all the staffed dress alike. It was an example of showing students that staff can have fun in school too.
- The elementary received their state report card for the 2023-2024 school year. Principal Wilkins was excited to report a 21% increase in proficiency in grades K-3, surpassing the district goal of 10%. The EL student population show a 78.2% growth in proficiency over a three-year span showed.
- Elementary student chronic absenteeism is at 15%, which Principal Wilkins noted as to high of a number. The District is exploring ideas to improve student attendance.

Principal Chapman’s Report:

- Principal Chapman expanded on the student essays report. The district has been in communication with Bayard Brokaw from High Desert College Collaborative (HDCC) for several years. HDCC is a consortium of schools with the mission “*to inspire the youth of rural Idaho to pursue educational opportunities beyond high schools so they will be empowered to build a brighter future for themselves and their communities*”. Currently, 10 schools participate, with more joining; funds are administered by the Community School in Ketchum, Idaho. The HDCC raises money for student scholarships (\$125 each): 250 scholarships are available this year for 5th, 6th, and 7th grade students. To be awarded a scholarship, students must apply and submit an essay; participating students’ families also receive information on the 529 College Savings Fund. Due to Shoshone’s college and career program, HDCC awarded two high school students scholarships for summer camps, with one scholarship including travel funds up to \$500.
- The ACDA team placed 1st for small schools at the recent state competition. The team will compete nationally later this month via an online competition (no travel required).
- To boost student attendance, the middle / high school participated in a *March Madness Attendance Challenge*. There is attendance bracket posted in the hallway to motivate and engage students. Principal Chapman emphasized the importance of regular attendance in student success.

Superintendent Waite: No report given.

ACTION ITEMS

V. Consent Agenda:

- A. Approval of Agenda
- B. Approval of the Minutes:
 - March 11, 2025 Regular Board Meeting Minutes
- C. Weekly Principal/Superintendent Reports
- D. Accept as Presented

228 Vice-Chair Juarez made a motion to accept the consent agenda as presented. Trustee
229 Regalado seconded.

230

231 Discussion: None

232 Vice-Chair Juarez called for a vote for all those in favor say aye. Motion carried unanimously

233 **VI. Financials:**

234 A. Accounts Payable

235 B. Financial Statements District- March 2025

236 Elementary- March 2025

237 Secondary- March 2025

238

239 Vice-Chair Juarez made a motion to approve the Accounts Payables and Financial

240 Statements as presented. Trustee Wallace seconded.

241 Discussion: Dr. Waite provided the following report on behalf of the District's Business
242 Manager.

- 243 • The current interest rate at the State Treasurers Office is 4.3970%. The interest
244 received for March was: General Fund \$11,674.52, Modernization Fund \$4,686.84.
245 Dr. Waite noted these amount were not reflected in the submitted financial statement
246 due to a timing delay. Dr. Waite stated the Modernization Fund expenditures have
247 begun; preliminary for new constructions expenses.
- 248 • Overall the budget is in alignment as expected with three months remaining in the
249 fiscal year.
- 250 • The 2025-2026 budget process has begun.
- 251 • Federal grant reimbursements are being received monthly. There was some concern
252 about federal funds being cancelled, but recent reports indicate these funds will
253 remain available.
- 254 • Additional State Support payments will be received towards the end of the year.
255 Examples include technology funds, salary apportionment funding (which is spread
256 throughout the year).
- 257 • Year-end adjustments will be made.

258 Vice-Chair Juarez called for a vote of all those in favor say aye. Motion carried unanimously.

259 **VII. School Board Business:**

260 A. Set the date for the 2025-2026 Budget Hearing: June 10, 2025

261 Vice-Chair Juarez made a motion to set the budget hearing for June 10, 2025 as presented.
262 Trustee Regalado Seconded.

263 Discussion: Dr. Waite explained the budget hearing is an official meeting/ hearing held after
264 the Budget Committee recommends a new budget to the Board of Trustees. The District Office
265 is responsible for preparing budget documents for both the Board and the public, along with
266 required public notices.

267 Clerk Wallace added the agenda item was necessary to meet the legal requirement of
268 notifying county clerks of the hearing date by April 30th.

269 Vice-Chair Juarez called for a vote of all those in favor say aye. Motion carried unanimously.

270 **VIII. School Board Training- School Improvement**

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271A. New Laws:

272 Dr. Waite provided an overview of new legislation impacting schools:

- 273 • School Choice: Parents with students enrolled in private schools or registered in
274 homeschool programs can receive a \$5,000 tax credit. At the parents' request,
275 homeschooled students can be tested by their home district, with the testing results
276 included in a district's assessment reporting. There are private companies forming
277 that will do the testing for a fee. Dr. Waite said in the near future, there will need to
278 be a District discussion on how to support homeschooled students and the testing
279 issue.
- 280 • Transportation Funding: There is a slight increase in funding to schools in this area.
281 In addition, a district can now declare vans and other passenger vehicles as approved
282 transportation vehicles and seek reimbursement for expenses. There are some
283 restricted guidelines to seek reimbursement.
- 284 • Advanced Opportunities Funding continues to cover S.A.T testing costs, with the
285 added benefit of paying for student's S.A.T. retake.
- 286 • Graduation Requirements: Human biology/sex education classes must now include
287 curriculum on fetal development.
- 288 • Civics Test: Minor changes have been made; no significant impact on the district.
- 289 • Sex-Ed: Change from OPT-OUT to OPT-IN: Parental consent is now required before
290 a student receives sex education instruction.
- 291 • Cursive Handwriting: Instruction in cursive handwriting is now a required
292 component at the elementary level.
- 293 • Flags in Classrooms: Flags representing political parties, race, gender, sexual
294 orientation are not allowed in the classrooms. This law gives schools guidance and
295 backing for school districts.
- 296 • Finances: An additional 5% salary increase was added to the career ladder,
297 administration and staff index. In reality, it's not a 5% increase in pay to employees
298 due to funding being based on FTE allowance, and additional payroll costs. Some
299 school districts' salary schedules for teacher pay exceed the amount reimbursed by
300 the career ladder.

301

302 Dr. Waite asked if there are any further questions or comments from the Board. None were
303 received.

304

305 IX. Motion for Adjournment:

306 A. Next Meeting: Tuesday: May 13, 2025

307

308 Vice-Chair Juarez made a motion to adjourn the meeting at 7:31 p.m. with Trustee Wallace
309 seconding.

310 Discussion: None

311 Vice-Chair Juarez stated all those in favor please say aye. Motion carried unanimously and the
312 meeting was declared as officially closed.

313 *Heather Wallace*

314 Heather Wallace

315 District Clerk

316 April 08, 2025

317

318 This document serves as the official minutes of the April 08, 2025 board meeting. An audio
319 recording is available of this meeting.

320 Filed with the official April Board Packet: PowerPoint: *State of the District*