

JOINT SCHOOL DISTRICT NO. 171

MINUTES

MEMBERS PRESENT

MEETING:	Special	Cindy O'Brien, Chairperson Alyce Arnsberg
DATE:	August 25, 2011	Theresa Graber, Vice Chair Danielle Hardy
TIME:	5:30 PM	<u>Amy Jared</u> Dale Durkee, Superintendent
SITE:	Orofino Elementary School	Cheryl McIntosh, Assistant Clerk

A. Roll Call

Alyce Arnsberg, Cindy O'Brien, Danielle Hardy, and Amy Jared were present. Theresa Graber was absent for roll call but entered at 5:35 PM.

B. Call to Order

1. Flag Salute

Chairperson O'Brien led in the flag salute

Board member, Theresa Graber entered the meeting at 5:35

2. Approval of Agenda

A motion was made by Mrs. Jared, seconded by Mrs. Hardy and approved unanimously to approve the agenda.

C. Action Items

1. Pay for Performance (P4P).

Board chair, Cindy O'Brien explained that they had delayed a decision at the last board meeting so they had more time to review the plan.

The superintendent explained that an email had been sent to all teachers giving them an opportunity to comment on the proposed plan. 58 recipients had opened the email and 10 did not. He gave the board copies of three suggestions he had received from teachers.

One committee member expressed her wish that there had been more participation but stressed that those who did take part did so with serious consideration. They worked hard to come up with items that had measurable goals and gave equal opportunity for elementary and

secondary teachers. She acknowledged that it was hard to distinguish between what was part of a teacher's normal job duties and what was above and beyond and recognizes that a period of trial and error is inevitable.

The superintendent gave an explanation of how the state and local shares will be distributed. A teacher must receive a portion of state and local shares to be eligible for a stipend. The value of shares has not been determined yet by the state. The state shares will be based on ISAT scores and growth only. He provided the board with handouts of test scores by building for the last three years with targeted growth scores. He passed out a draft of the local plan that has to be filed with the State Department of Education by September 1, 2011.

A lengthy discussion was held concerning the local plan. For clarification the board had the following questions and they were answered by the superintendent as well as teachers and administrators who were present:

Who determines who teaches split classes?

Will the teacher have any responsibility beyond attending the district sponsored curriculum alignment workshops?

Can they receive credit for attending the workshops?

Will rewarding teachers for using SWIS discipline forms counter the intent of the PBIS program to decrease referrals?

Are teachers paid for the in-service days referred to in #32?

Was volunteering (ex. at registration) considered?

Does the use of four parents/community members have to be four separate presentations or could it be combined into fewer presentations?

How were the points determined?

Mrs. Arnsberg doesn't want ISAT scores to become the only focus. She wants to see more ways to encourage creativity and believes that by including more items it will give teachers more opportunity to earn portions of a share. She believes that anything that brings money into the district should be rewarded so she wants grant writing to be included as well as several other items from the State Department of Education's list.

Chairperson O'Brien agreed that P4P broadens the opportunity to reward teachers and that more options are better.

Mrs. Hardy also wants to see more of the state ideas included.

Principal Vian stated that it is "Pay for Performance" and that teachers who drive improvements should be the ones rewarded. He wants to reward good teachers.

A teacher responded that she is concerned that the plan does not reward those who do the most work and questioned the superintendent on the possibility of earning state shares. The superintendent said he believes the district has a very good chance to do so.

Mrs. Arnsberg wants class projects and special assignments, especially those that encourage community involvement to be rewarded. Mrs. Hardy agreed.

Ms. Baldus expressed her concern of having sole responsibility to determine which projects and assignments are reward worthy.

Mrs. Jared noted that the plan can be changed next year. A decision has to be made now. They can receive input and evaluation during the year for consideration.

A motion was made by Mrs. Jared, seconded by Mrs. Graber and approved unanimously to accept the Local Pay for Performance Plan.

## 2. New Hire

Mr. Durkee presented a recommendation for Deborah Gering as a .5 FTE Kindergarten teacher at Timberline Schools.

A motion was made by Mrs. Jared, seconded by Mrs. Graber and approved unanimously to accept the new hire recommendation.

## D. Public Comment

Tammy Gilmer thanked the board for approving the Milepost program. She believes it will be a very beneficial tool. She is the new Crisis Team coordinator and requested training for new team members. Mr. Durkee responded that he will discuss this further with her.

## E. Executive Session

A motion was made by Mrs. Jared to recess into executive session in the manner and for the purpose authorized by IC 67-2345(b) (1) to consider the evaluation, dismissal or disciplining of a student. The motion was seconded by Mrs. Graber and a roll call vote was taken:

Mrs. Arnsberg	yes
Mrs. Graber	yes
Mrs. O'Brien	yes
Mrs. Hardy	yes
Mrs. Jared	yes

A vote being counted and not less than two-third of the Trustees having voted in favor of the motion, the Chairperson declared the meeting into Executive Session at 6:51 PM.

Mrs. Arnsberg left the meeting.

Mr. Vian entered and left the meeting.

Parent and Student A entered and left the meeting.

Parent and Student B entered and left the meeting.

Open session at 7:38 PM.

A motion was made by Mrs. Jared, seconded by Mrs. Graber and approved unanimously to suspend the expulsion of a student and allow attendance with conditions for the 2011-12 school year.

A motion was made by Mrs. Jared and seconded by Mrs. Graber to allow two students to return to school, with conditions for the 2011-12 school year. It was approved with three yes votes and one abstention.

The meeting was adjourned at 7:42 PM.

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Cindy O'Brien, Chairperson

ATTEST:

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Cheryl McIntosh, Assistant Clerk