MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES OF SD #4

The trustees met in special session Tuesday, July 8, 2014 at 6:30 p.m. in the library. Those present throughout the meeting were Chair Rhonda Hogstad, trustees Mark Berg, Billie Bergstrom, Charlene Severson, Manny Zuniga, Superintendent Brent Lipp, and Business Manager Suzie Zentz. There were five visitors (list attached).

The chair called the meeting to order and led the group in the pledge of allegiance.

There were no adjustments to the agenda.

Correspondence from the following individuals in support of Leslie Clark’s renewal was acknowledged by the trustees: Rhonda & Dale Davison, Stephanie Zickefoose, Tierney Baffuto, Jill Thelen, Erin Buyske, Trina Halama, Alecia Stebbins, Stacy Mendoza, Kurt & Kristin Anderson, Debra Peak, Karen Meick, Suzie Zentz, Samantha Anttila, and Theresa Smelser.

Manny Zuniga made a motion to the Property Disposal Resolution as stated; Mark Berg seconded the motion. Suzie noted that this is just the usual sale of obsolete equipment and material. The sale will likely be on July 26th. All voted in favor of the motion.

Rhonda Hogstad recapped the Personnel/Negotiations Committee report. They proposed overall 3% increases for all classified staff, with an additional 1% ($1875) to be used by the Superintendent to correct some severe inequities in some wage rates. The committee also recommended approval of a 6 month contract for retiring Business Manager Suzie Zentz with a 4% increase, 3 personal days, and health insurance. The further recommended a 3-year contract for the superintendent with a 3% increase each year and no change to his health benefit.

Manny Zuniga made a motion to approve the rehire the classified staff as listed. The motion died for lack of a second.

Manny Zuniga made a motion to individually consider the classified staff for rehire; Mark Berg seconded the motion. Brent noted that his recommendation is to rehire the entire classified staff as listed. If there is an objection to the list, the individual or individuals can be separated out for further consideration separately. Manny Zuniga rescinded his motion.

Manny Zuniga made a motion to rehire the classified staff as listed with the exception of Leslie Clark who will be considered separately; Billie Bergstrom seconded the motion. The chair reiterated that Leslie Clark will be considered separately. There was no public comment. All voted in favor of the motion. Suzie Zentz asked if trustees had all received copies of the correspondence by e-mail and noted that there was one additional letter from Rhonda & Dale Davison added prior to the meeting.
Chair Rhonda Hogstad recognized members of the public who wished to speak regarding the renewal of Leslie Clark.

Tonya Shellnut—Mrs. Shellnut spoke about the unique responsibilities and difficulties of the secretarial position which she has observed as a parent and substitute teacher. She read aloud the “Core Purpose” of Canyon Creek School and noted the Core Values of the District which she feels Leslie fully embodies. She said that she feels that Leslie would, without hesitation, put her life on the line for our students and staff. In her job at the front office, Leslie holds everyone to the same standard. She listed all the hats Leslie must wear—secretary, nurse, scheduler, counselor, mediator, security, special events coordinator, charity outreach, teacher’s assistant, confidant, printing supervisor, problem solver, listener, and transportation coordinator and asked the trustees to rehire her.

Stephanie Bond—Ms. Bond said that she has had children in the school for 12 years. They have had great teachers over all, but Leslie was always someone they could rely on. Stephanie currently drives 18 miles to bring her child here. During difficult times for her family, Leslie helped to make things happen for her kids. With Leslie, she knew that her child was safe and taken care of. The biggest hat she wears is the one for our kids. Stephanie said she can’t believe this renewal has to be an annual thing, and will be back every year if necessary to support Leslie.

Kristin Anderson—Mrs. Anderson felt that the other two parents expressed her concerns. She asked why staff members have to be renewed like this after 14 years of service to the school. Her family transferred here a few years ago and Leslie followed up immediately when her child did not show up for school...checking to make sure they were OK. She asked that Leslie be renewed.

Suzie Zentz—Mrs. Zentz stated that this was the first time she had addressed the board formally in the 32 years she has worked for the District. She referenced the letters of support from community members and staff members, noting the broad scope of Leslie’s responsibilities and her excellent skills. Suzie said that she felt that Leslie is the heart of the school—the “clinch pin”—pivotal to making the school function well. She strongly encouraged the trustees to renew her.

Leslie Clark—After noting how moved she was by the speaker’s comments and letters received on her behalf, Mrs. Clark told the trustees that she loves her job, is good at it, and has the right stuff for the position. She noted that she brings 30 years of background in service work, finance, a BA in Business Administration, and skills as a host. She has always felt that our kids come first and has been committed to them in everything she has done on the job. She added that if she is not renewed she will survive, but she loves her job here.

Manny Zuniga made a motion to renew Leslie Clark; Charlene Severson seconded the motion. Rhonda Hogstad asked if there was any additional public
comment. Manny Zuniga, Billie Bergstrom, Mark Berg, Charlene Severson, and Rhonda Hogstad voted against the motion. The motion failed.

Mrs. Zentz asked the chair for a brief recess at 7:15 p.m. The meeting resumed at 7:20 p.m.

Charlene Severson made a motion to approve the classified staff salaries as stated in the Personnel/Negotiations Committee recommendation (3% & 1%); Mark Berg seconded the motion. Rhonda discussed at length what would be appropriate, looking at the CPI (Consumer Price Index) and specific wage inequities. We are offering a bit more than the CPI. Manny asked if all twelve will get the 3%. Rhonda said that they would...and a few with inequities would get more for this year. Merit pay was mentioned as something we might do in the future. Brent said that he is looking at his evaluation system and hopes to develop a rubric. All voted in favor of the motion.

CLASSIFIED SALARIES

Charlene Severson made a motion to approve the proposed superintendent salary for Brent Lipp as stated in the Personnel/Negotiations Committee recommendation of a three year contract from 2014-2017; Manny Zuniga seconded the motion. Rhonda noted that Brent requested the three year agreement for the sake of stability for his family. Mark asked if Brent chose to leave after year one or two, would the district have to pay out the remainder of the agreement. Suzie replied that he would not be paid for years he didn’t work. All voted in favor.

SUPERINTENDENT CONTRACT

Charlene Severson made a motion to approve Suzie Zentz’s contract for Business Manager/Clerk through the end of the calendar year for $32,132 as stated in the Personnel/Negotiation Committee recommendation; Manny Zuniga seconded the motion. Rhonda stated that this is a good proposal with the addition of 3 personal days. Brent mentioned the possibility of contracting for some help after the required break in service for PERS. All voted in favor of the motion.

BUSINESS MANAGER/CLERK CONTRACT

PUBLIC COMMENT
Hal Olson thanked Suzie Zentz for her years of service to the District.

There being no further business, Charlene Severson made a motion to adjourn at 7:37 p.m.

Respectfully submitted,

Susan Zentz, Clerk

Rhonda Hogstad, Chair