MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES held at the District Office, 240 S. 11th Street, St. Maries, Idaho, on Monday, August 29, 2011, at 5:30 p.m.

TRUSTEES PRESENT: Chair Margaret Gannon, Vice-Chair Christine Ashmead, and Trustees Sandy Kennelly, Donny Masterson, and Archie McGregor III

TRUSTEES ABSENT:

STAFF PRESENT: Superintendent Joe Kren, Business Manager Danette Cordell, and Board Clerk Karen Robinson, and Principals Dennis Kachelmier and John Cordell.

OTHERS PRESENT:

The meeting was called to order at 5:32 p.m., on Monday, August 29, 2011 at the District Office, 240 S. 11th Street, St. Maries, Idaho, by Chair Margaret Gannon.

Chair Gannon declared it was necessary to go into executive session to discuss personnel pursuant to Idaho Code Section 67-2345(a).

Trustee McGregor moved that the Board, pursuant to Idaho Code Section 67-2345(a) convene in executive session to:

   a. Consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general;

Further, that following executive session, the Board will reconvene in public session for conducting further business or for adjournment.

Trustee Kennelly seconded the Motion, and the roll call vote for the Motion was:

   Chair Margaret Gannon  Aye
   Vice-Chair Christine Ashmead  Aye
   Trustee Sandy Kennelly  Aye
   Trustee Donny Masterson  Aye
   Trustee Archie McGregor III  Aye

The meeting convened in executive session at 5:32 p.m.

Persons present were Chair Margaret Gannon, Vice-Chair Christine Ashmead, Trustees Sandy Kennelly, Donny Masterson, and Archie McGregor III, Superintendent Joe Kren, Business Manager Danette Cordell, Board Clerk Karen Robinson, and Principal Dennis Kachelmier.

Discussion was held related to personnel.
There being no further business requiring executive session, the meeting reconvened in open session at 5:54 p.m.

A motion was made by Trustee Kennelly and seconded by Trustee Masterson to come out of executive session. The motion unanimously carried. The meeting convened in open session at 5:54 p.m.

A motion was made by Trustee Kennelly and seconded by Trustee Masterson that pursuant to Idaho Code Section 67-2343, the Board of Trustees amend the Agenda for the meeting to consider the hiring of Dawn Michele Sampson as a full-time Literacy/Math Instructional Assistant at Heyburn Elementary, Jackie Marie McGregor as a full-time Instructional Assistant at Heyburn Elementary, and Tammie Jean Woster as full-time Instructional Assistant at Heyburn Elementary. The good faith reason that these items were not included on the posted Agenda was that the recommendations for hire were received on August 29, 2011, after the Agenda for the special meeting was posted. The record will reflect that the votes cast on the motion were:

<table>
<thead>
<tr>
<th>NAME</th>
<th>YES</th>
<th>NO</th>
<th>ABSTAIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Margaret Gannon, Chair</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christine Ashmead, Vice-Chair</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sandy Kennelly, Trustee</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donny Masterson, Trustee</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Archie McGregor III, Trustee</td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Agenda stands amended.

A motion was made by Trustee Kennelly and seconded by Trustee Ashmead to approve the following employment and resignations:

- Marissa Christine Asbury – Part-Time Food Services
- Candi Lynette Buell – St. Maries Middle School One-on-One Instructional Assistant
- Michella Jayne Davenport – Part-time St. Maries Middle School Art Instructional Assistant
- Judy Novobielski-Muhs - .5 FTE Special Education Director
- Nicole Marie Pugh – Part-Time Food Services
- Mitchell Victor Santos – St. Maries Middle School Volleyball Coach
- Michelle Christine (Shelly) Sines – District Information Technology Technician
- Kathy Jean Stockwell – Part-Time Food Services
- Dawn Michele Sampson – Heyburn Elementary Full-time Literacy/Math Instructional Assistant
- Jackie Marie McGregor – Heyburn Elementary Full-time Instructional Assistant
- Tammie Jean Woster – Heyburn Elementary Full-time Instructional Assistant
- Continuing Substitute Teachers and Instructional Assistants for 2011-2012 as presented

The motion unanimously carried.

A motion was made by Trustee McGregor and seconded by Trustee Kennelly to accept the following resignations:
Paul Elders – Maintenance/Custodial
Vicki Vesey – St. Maries Middle School Instructional Assistant

Superintendent Kren led a discussion related to Local Objective Measures – Teacher Pay for Performance. Chair Gannon and Superintendent Kren previously met with a committee of teachers to discuss the new State-mandated requirement related to implementation of the performance measures set forth in Senate Bill No. 1110 enacted by the Idaho State Legislature during the 2011 Legislative Session. If the District does not set local student achievement measures and submit a locally developed plan to the State Department of Education by September 1, 2011, the State will, by default, implement a Local Pay for Performance Plan for Student Achievement Awards.

St. Maries High School Principal John Cordell joined the meeting at 6:03 p.m.

Superintendent Kren went over Local Pay for Performance Plan for Student Achievement Awards that is based on achievement measures and goals for UpRiver School, St. Maries Middle School, St. Maries High School, and Heyburn Elementary School.

Superintendent Kren recommended that the Board adopt the State Local Pay for Performance Plan for Student Achievement Awards as presented. Further, it was his recommendation that the Board spend time evaluating the Plan during the next year to analyze how it affects each District school, all of which have a unique set of circumstances attached to each building and related staff, as well as data tied to student achievement, etc.

Following discussion, Chair Gannon called for a motion. Trustee McGregor moved that the Board adopt the Local Pay for Performance Plan for Student Achievement Awards as presented, with continued Board review throughout the 2011-2012 school year. Trustee Kennelly seconded the motion, and the motion unanimously carried. A copy will be filed with the records of the meeting. The adopted Plan will be forwarded to the Idaho State Department of Education.

A brief discussion was held related to additional Board Training. Superintendent Kren indicated this item will be addressed at the regular September Board meeting.

There being no further business for which the meeting was called, the meeting adjourned at 6:30 p.m. Monday, August 29, 2011.

/s/ MARGARET R. GANNON
Margaret Gannon, Chair

/s/ KAREN M. ROBINSON
Karen M. Robinson, Board Clerk