

MADISON COUNTY SCHOOL DISTRICT NO. 5
BOARD OF TRUSTEES SPECIAL MEETING
Tuesday, January 12, 2021

The meeting was called to order at 7:00 p.m. by Kendra Horn. Rhonda Boyd, John Russ Hamilton, Kendra Horn, Therese Sutton (via Zoom), Klint Todd, and William T. C. Wood were present. Principal Rodney Stout (via Zoom at 7:45 p.m.) and Superintendent Micheal Wetherbee were present.

Visitors: Clay Pierson, Tyler Lott, Mackenzie Fabel, Laurie Bartoletti (via Zoom), Pam Birkeland (via Zoom)

PLEDGE OF ALLEGIANCE: John Russ Hamilton led the Board and the audience in the Pledge of Allegiance.

PUBLIC COMMENT: None

REPORTS:

STUDENT COUNCIL: Student Council President Mackenzie Fabel reported that basketball games were underway; the boys' record is currently 1-2 and the girls' record is 0-3; the second semester began this week; she requested that the Board consider allowing some upcoming overnight trips with the proper COVID-19 precautions in place; if students aren't able to travel overnight, FFA teams will not be able to compete and qualify for State.

BOARD GOALS AND TRAINING:

Sheridan School Board will facilitate communication between the District and all stakeholders by using all available sources of media with the intention of promoting the school.

Superintendent Wetherbee stated that the District does do well communicating with families; the website makes everything accessible and transparent; the public doesn't always utilize the tools that are available; but we aren't necessarily promoting the District.

The Board Retreat was set on Saturday, Feb. 13, 2021 at 9:00 a.m., at Alder Creek Coffee.

OLD BUSINESS:

CONSIDERATION OF HIGH SCHOOL FOOTBALL CO-OP WITH TWIN BRIDGES SCHOOL: The Clerk read a letter from BJ Robertson supporting a potential football co-op Twin Bridges High School (see enclosed); Clay Pierson and Tyler Lott addressed the Board, and stated that if the co-op goes forward, they would like to offer Twin Bridges players the opportunity to come play as Panthers; our culture is going in a positive direction, and they don't want to do anything that may interfere with that; it is unfortunate that Twin Bridges' enrollment is declining; their students would be welcome to participate in Sheridan;

Pledge

Public
Comment

Student
Council

Board Goals

Board Retreat

Football Co-op

Superintendent Wetherbee discussed the co-op application with the Twin Bridges Superintendent; Sheridan has 20-25 potential players for the next season; Twin Bridges has approximately 11-15; he anticipates that Sheridan's participation will increase slightly over the next few years due to the number of middle school football players; the MHSA co-op agreement is three years, and the schools would use the same application to form a new team, or if athletes from one school played with the other school; Kendra Horn advised the public that the discussion was taking place prior to the motion due to the nature of the situation. Board discussion included, but was not limited to the following: it is neighborly to offer Twin Bridges players the opportunity to play on our team if they want to play 8-man football; our staff, students and community have put in a lot of work to improve our programs and culture; at current numbers, Sheridan would make up 2/3 of a combined team, and more players would make us more competitive, but culture is very important; it is less expensive to add players to an existing team than to create a new team; if the co-op is to be successful, both schools need to have the same vested interest and equal footing; a cooperative could lead to other opportunities beyond sports; MHSA will hold their meeting the first week of February, so any application would need to be submitted by then; if we create a successful team, more students will participate which may limit the opportunity for our students to play; our growth has been slow but steady and this may not be a critical issue for 10 years; where do we want to be in 4 or 5 years; is it healthy to maintain growth, or go through big change; an influx of students is an example of when MHSA can be petitioned to separate the co-op. William T. C. Wood moved to go forward with a football co-op with Twin Bridges. Therese Sutton seconded the motion. Further discussion included, but was not limited to, the following: if MHSA approves the application, a co-op committee will be need to be appointed and concerns about the financial burden. John Russ Hamilton moved to amend the motion to pursue the co-op with the intention of inviting Twin Bridges players to participate on the Sheridan football team; Klint Todd seconded the motion to amend the motion. The motion to amend the motion carried, with William T. C. Wood opposed. The amended motion carried, with William T. C. Wood opposed. Ed Burke, Superintendent Wetherbee, William T. C. Wood, and John Russ Hamilton were appointed to the co-op committee if one should be needed.

NEW BUSINESS:

OUT OF DISTRICT ATTENDANCE AGREEMENTS: None at this time.

Out of District Attendance

HIRING AND/OR RESIGNATION: None at this time.

Hiring/Resignation

2021 SCHOOL ELECTION CALENDAR: The board reviewed the enclosed election calendar. The resolution for an election will need to be done at the next board meeting. Four trustee positions will be up for election.

2021 Elections

CONSIDERATION OF SUBSTITUTE TEACHER INCENTIVE: Superintendent Wetherbee advised the Board that the District is struggling with substitute to fill staff absences. It is a statewide trend, and COVID is a primary factor. One option would be to offer an incentive, that if a sub works so many days per month, they

Sub Pay Incentive

receive additional pay. Other schools have also increased their pay. The Board reviewed a news article regarding Belgrade School's sub pay increase. Teachers, staff, and administrators are covering as much as we can in-house. Current substitute pay is \$85.00 per day for certified substitutes, and \$75.00 per day for non-certified substitutes. John Russ Hamilton moved to increase certified substitute teacher pay to \$95.00 per day and non-certified substitute teacher pay to \$85.00 per day; William T. C. Wood seconded the motion. The motion carried.

REVIEW POLICY #5330-MATERNITY LEAVE: The Board reviewed Policy #5330; when the Board adopted the policy in 2017, they determined that maternity leave should be 8 weeks; when the policy was revised in February 2020, the language reverted to six weeks; the Board should consider clarifying that the policy refers to calendar weeks, and not the equivalent of business days due to the four-day school week. Rhonda Boyd moved to revise the language to read "six calendar weeks". Klint Todd seconded the motion. Discussion included, but was not limited to, the following: many employers have extended maternity leave to eight weeks due to the timeline for infant immunizations and daycare requirements; the CBA refers to board policy for maternity leave, so there is no conflict there; the staff will need to be made aware if there is a change to the policy; the issue can be readdressed when it is time to renegotiate the CBA. The motion carried.

Policy #5330

REVIEW CERTIFIED STAFF HANDBOOK: Principal's Expectations-Gradebook Management Procedure and Homework Policy: Superintendent Wetherbee recommended that the Board approve the following new language be added to the Certified Staff Handbook under "Principal's Expectations" and "Grade Book": ***Teachers are expected to keep an accurate and updated gradebook. (This should be done on a weekly basis.)*** William T. C. Wood moved to approve the additional language to the Certified Staff Handbook and John Russ Hamilton seconded the motion. Discussion included, but was not limited to, the following: the staff will need to be informed of the additional language; it is a piece that will most likely not need to be enforced; because it is a clearly defined expectation, it can become part of the evaluation. The motion carried.

Certified Staff Handbook

Superintendent Wetherbee recommended adding the following language to the "Homework Policy" section of the Certified Staff Handbook: ***Homework should be complimentary to classroom instruction, and appropriate feedback should be provided as immediately as possible so that students may build on a foundation of correct concepts.*** John Russ Hamilton moved to approve the additional language to the Certified Staff Handbook, and Klint Todd seconded the motion. The motion carried.

SUPERINTENDENT EVALUATION: Superintendent Wetherbee waived his right to privacy and the meeting remained open. The Board and Superintendent discussed the superintendent's performance; they noted that they liked the evaluation tool; Superintendent Wetherbee heard comments from all trustees, and overall they commended his performance, highlighting his leadership in response

Supt. Eval.

to COVID. Superintendent Wetherbee reflected that in his self-evaluation, he is looking for ways to brand the school and promote what we are doing; he hears some concerns that he does not apply every policy equally, but believes that different children need different things, and he applies what he thinks is appropriate. The evaluation was positive from seven out of seven trustees. (William Fabel provided his completed evaluation to Kendra Horn prior to the meeting)

SUPERINTENDENT RENEWAL/NONRENEWAL: William T. C. Wood moved to renew Superintendent Wetherbee's contract. Rhonda Boyd seconded the motion, and the motion carried. Negotiations will take place at the next board meeting.

Supt.
Renewal/Nonr
enewal

READING AND/OR APPROVAL OF PREVIOUS MEETING(S) MINUTES:

Therese Sutton moved to approve minutes from December 8, 2020 regular meeting as presented. John Russ Hamilton seconded the motion. The motion carried.

Minutes

REVIEW AND/OR APPROVAL OF CURRENT BILLS AND EXPENDITURE PROPOSALS:

William T. C Wood moved to approve the January warrant list as presented, including warrants #109290 through #109320 totaling \$75,419.65, and Therese Sutton seconded the motion. The motion carried.

Expenditures

Expenditure Proposals:

PRINCIPAL'S REPORT:

Principal Stout reported on the following:

- Attendance – K-6=95% 7-8=92%, 9-12-94% K-12=94%;
- December students of the month;
- Winter MAPS testing will be next week if all of our technology is up and going; testing will give us a good idea of where we are sitting and also help when staff is looking at new curriculum;
- Rooftop heating units will need to be repaired or replaced; there is currently no heat in the cafeteria and kitchen; we will hopefully have a quote for repair/replacement at the next meeting; the units are original to the building and are at the end of their life span;
- The local spelling bee will be held as normal, but the county and state spelling bees will be virtual;
- There is only one student enrolled in the Jumpstart Kindergarten program, which is disappointing, but we have to start somewhere; we already have people who have committed for next year, so attendance will go up.

Principal's
Report

SUPERINTENDENT'S REPORT:

- Enrollment is 93 students in K-12, 25 students in 7-8, and 64 students in 9-12, for 182 overall;

Supt. Report

- He plans to make the administrative decision to allow students to travel and attend overnight events; he has discussed it with advisors, and will make decisions based on current situations and will implement things to make it safer and limit contacts;
- Drama is producing Thursday morning announcements to be streamed on YouTube; they are starting their spring play, which will also be streamed if we are unable to do it in-person due to COVID;
- School is getting more normal as the year progresses; students were about one or two months behind at the beginning of the year; they have closed the gap since then, and they are very near where we would expect them to be in a normal year, and they will be ready for testing this spring;
- The District will need to update the high school fire alarm system in the near future;
- The shop addition project is progressing; the next step is insulation, then plywood and drywall;
- He is also starting to plan summer projects, and asked the Board to keep an eye and ear out for things that need to be added to the list.


ADJOURNMENT:

At 9:16 p.m., William T. C. Wood moved to adjourn the meeting.

Adjourn

The minutes of this meeting were recorded and transcribed by Rebecca E. Larsen, District Clerk.


CLERK


CHAIRMAN