

RECORD OF PROCEEDINGS

Joint Hagerman School District No. 233

Gooding and Twin Falls Counties, Idaho

Minutes of Special Board Meeting

July 24, 2022

Chairman Bryan Whitmarsh called the special meeting to order at 6:19 p.m. in Room 7 of Hagerman Jr./Sr. High school for the purpose of: Superintendent Contract, Strategic Plan, Superintendent Evaluation Format and Rubric. Chairman Whitmarsh took roll and a quorum was present with Superintendent Dr. Brown, District Clerk Melissa Lemmon, and other board members in attendance being Dagny Bogaard, Phil Gossi, Jamie Turner, and Brian Moore.

Chairman Whitmarsh led the Pledge of Allegiance.

Moved by trustee Turner to approve the current agenda; seconded by trustee Bogaard; motion carried.

>Superintendent Contract- The current Superintendent contract and calendar were reviewed along with samples from surrounding districts with similar school sizes and responsibilities. The average contract days for Superintendents were 234 days. The proposed supplemental contract reduced the contract days to 208 and added 12 vacation days. Dr. Brown stated that he was not requesting additional vacation days to use during the school year but over summer break. Discussion ensued. >Question. Can you perform your duties well in a 208 contract? Yes. >Question. Will you be asking for another reduction to your contract next year? No. >Question. Are you opposed to just adding vacation days vs shortening the number of contract days? Fewer contract days would be preferred for retirement purposes. >Question. Is retirement averaged at a daily rate? Yes, it is based on the highest 42 weeks of your career with PERSI. Trustee Retention of teachers is a basis for evaluation is a key however retention cannot be assessed until retention has been assessed in May. Why is retention such a large matrix? For now it is as the boards decision since employees leaving affected the district and the board has made that important. The Strategic Plan is how the Superintendent should be evaluated but it can be done whenever. June 1st is when evals must be reported to the state. March may be a good time for a review as you can see more of the fruits of the labor for that year with any changes visible at that point. Less rushing is requested by the Board. Staff survey information is needed for the superintendent review March or April. Contracts cannot be given until the evaluations are completed after May 1st. Super Review was changed to March. The \$41.00 cell phone stipend was approved. Vacation days vs contract days need to be decided. Strike minimum of 5 days regardless of how many days used with carryover days not being able to be paid out. Moved by Trustee Turner to approve the Superintendent Supplemental Agreement including 10 vacation days; seconded by trustee Bogaard; motion carried.

>Strategic Plan- The current strategic plan was reviewed and a new set of priorities for the Superintendent were discussed. >Question. What value did you get out of attending city council meetings? Meeting face to face and staying involved with the community is valuable. >Question.

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Do we offer a high school equivalency program? No, but one is available through CSI.
Prioritization and adding measures to the strategic plan were completed by general consensus.

>Superintendent Evaluation Format and Rubric- The measuring rubrics were added to the Superintendent Evaluation from the strategic plan. Evaluation areas were aligned with the strategic plan and the focus areas and measurable goals were assigned. Chairman Whitmarsh will reorganize the rubric and present it back to the board with the discussed updates. Equal presentation of high school and elementary information was requested. The next Superintendent evaluation will utilize this new rubric.

Moved by Chairman Whitmarsh to adjourn; seconded by trustee Moore; motion carried at 8:44 p.m.