AGENDA
Kamiah Joint School District #304 Board of Trustees
Kamiah High School Library
Monday, June 16th, 2025
Executive Session, 6:00 PM
Regular Meeting, 6:30 PM

SECTION A – EXECUTIVE SESSION

Moved by _____ to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

Note: Need to take a roll call vote and need to have 2/3 vote recorded in the minutes.

SECTION B – OPENING ACTIVITIES

I. Call Meeting to Order
II. Pledge of Allegiance
III. Public Comments

This time has been set aside for those attending the Board meeting to speak to any item that is not on the agenda. Time will be limited to three (3) minutes. Personnel issues cannot be brought up or discussed. This will be the only time during the meeting that the public will be invited to comment on items that are not on the agenda.

SECTION C – Action Items – CONSENT AGENDA

I. Approval of Minutes
- May 19th, 2025 – Regular Meeting Minutes
- May 29th, 2025 – Special Meeting Minutes

II. Approval of Bills
III. Approval of Summer School Staff
- Teresa Gorges
- Bobbie Bajema

IV. Approval of Resignations
- Jim Engledow – High School Track Coach

V. Approval to Hire
- David Harrington – 9-12 Principal
- Jacob Adams – Assistant High School Football Coach
- Leah York – Paraprofessional
- Drew Kishpaugh – Head Track Coach
- Daisy Bower – Community School Coordinator

VI. Approval of Principal Contracts
- David Harrington – 9-12 Principal

SECTION D – Action Items – REPORTS

I. Superintendent's Report & Recognitions
II. Financial Report

SECTION E – Action Items – BUSINESS

I. Budget Hearing 2025-2026

- **Included is a copy of the Proposed Budget for the 2025-2026 School Year**
  - **A. Open Budget Hearing**
    - Review the Expenditure Reductions for 2025-2026
    - Review of Revenue Changes
    - Discussion of changes to the 2025-2026 Proposed Budget
  - **B. Adopt the Proposed Budget for the 2025-2026 School Year**
  - **C. Close the Budget Hearing**

II. Overture Learning, LLC

- overturelearning.com

III. Approval of Bus Routes 2025-2026 & Non Transportation Zones

IV. Approval of Safety Busing

V. Approval of Handbooks

- Kamiah Elementary School
- Kamiah Middle School
- Kamiah High School

VI. Approval of District Owned Equipment

- Football Uniforms and Equipment

VII. Approval of Overnight Trip

- Football Team
  - ✓ August 11th, 2025 – August 13th, 2025

SECTION F – INFORMATIONAL ITEMS

Kamiah Jt. School District #304

May 19th, 2025 Regular Meeting Minutes

Executive Session—6:00 p.m. Regular Meeting—6:30 p.m.

The Board of Trustees of Kamiah Jt. School District met in the Kamiah High School Library. Board Members present were Chairman Rikki Simler, Vice Chairman Damon Keen, Board Member Terri Skinner, Board Member Tom Rodriguez and Board Member Jesse Hunt. Also present for the meeting was Superintendent Mr. Paul Anselmo and Clerk Tracy Lynde.

SECTION A---EXECUTIVE SESSION

At 6:00 p.m., Moved by Vice Chairman Keen to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(b) To consider the evaluation, dismissal, or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, or public school student;

(j) To consider labor contract matters authorized under section 74-206 (1) (a) and (b)

Motion was seconded by Board Member Skinner. Chairman Simler called for a roll call vote. Chairman Simler voted Aye, Vice Chairman Keen voted Aye, Board Member Skinner voted Aye, Board Member Hunt voted Aye and Board Member Rodriguez voted Aye. Motion carried.

Personnel Issues were discussed.

Negotiations were discussed.

Board Member Rodriguez moved to adjourn the Executive Session at 6:30 p.m. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION B---OPENING ACTIVITIES

I. Call Meeting to Order

At 6:34 p.m., Chairman Simler welcomed the audience and called the Regular Meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was Darra Snyder, Teacher/Nurse.

III. Public Comments

Chairman Simler asked for public comments on non-agenda items.

**Tom Rodriguez – Morgan Flag*

IV. Appreciation/Continuous Support

- Aeron O'brien - Teacher

Teacher Aeron O'brien extended his appreciation for the continuous support from the Board of Trustees.

V. Amend Agenda

Vice Chairman Keen moved to Amend the Agenda in Consent Agenda to add VII. Approval to Hire. (This amendment will move all other agenda items one item down on the list.) Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

Vice Chairman Keen moved to accept the Amended Agenda. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION C---Action Items---CONSENT AGENDA

I. Approval of Minutes

- April 16th, 2025 – Regular Meeting Minutes

II. Approval of Bills

III. Approval of Auditors

- Quest, CPA

IV. Approval of District Liability Insurance

- Fred Moreton & Company

V. Approval of Health Benefit Carrier

- Blue Cross Insurance

VI. Approval of Resignations

- Jody Dow – Drama
- Rhonda Kay – Paraprofessional
- Martin Smith – English Teacher
- Todd Nygaard – High School Athletic Director
- Lauren Graves – Paraprofessional
- Drew Kishpaugh - Paraprofessional

VII. Approval to Hire

- Drew Kishpaugh – 6-12 English
- Drew Kishpaugh – High School Athletic Director

VIII. Approval of Principal Contracts

- Shannon Engledow – Pre-K – 8 Grades

IX. Approval of 2025-2026 Category 2 Contracts

- Ellis, Mary
- Goodson, Jane
- Kishpaugh, Drew

X. **Approval of 2025-2026 Renewable Contracts**

- Adams, Jacob
- Anderson, JaNae
- Bain, Carrie
- Bower, Tammy
- Bremer, Lydia
- Bretz, Garett
- Bryant, Elizabeth
- Dow, Jody
- Dunlap-Martin, Brooke
- Engledow, Jim
- Gorges, Teresa
- Kopach, Kari
- Krieger, Kolby
- Martin, John "Rich"
- Mercer, Jeff
- Morris, Cheryl
- Nygaard, Todd
- O'Brien, Aeron
- Riener, Loretta
- Roberts, Nicole
- Sams, Amy
- Sams, Joe
- Schlieper, Trena
- Skinner, Trisha
- Snyder, Darra
- Wilcox, Jeannette
- Wing, Erin
- Winterringer, Ashley

Superintendent Anselmo recommended the approval of the Consent Agenda. Board Member Hunt moved to approve the Consent Agenda. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. Chairman Silmer voted Aye, Vice Chairman Keen voted Aye, Board Member Hunt voted Aye, Board Member Rodriguez voted Aye and Board Member Skinner Abstained. Motion carried 4 to 1.

SECTION D---Action Items---REPORTS

I. **Superintendent's Report & Recognitions**

Superintendent Anselmo was present. He gave a brief report.

II. **Principal Report**

Principal Shannon Engledow and Head Teacher Amy Sams were present. They both gave a verbal report.

III. **ASB Report**

Hope Michaelson was present. She gave a verbal report.

IV. Financial Report

Business Manager Cain submitted a Financial Report.

SECTION E---Action Items---BUSINESS

I. Salary Schedule

- Superintendent/High School Principal

Superintendent Anselmo presented a Salary Schedule for Superintendent/High School Principal. After a discussion, Vice Chairman Keen moved to approve the Superintendent/Principal Salary Schedule with the multiplier of 1.55. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

II. HOSA International Trip

- Darra Snyder

Darra Snyder was present with her HOSA Group that will be going to Nationals in June 2025. The HOSA Group asked for funding to attend Nationals.

After a discussion, Board Member Rodriguez moved to approve $ 1,970.00 for expenses and an overnight trip to Nashville, Tennessee the dates of June 17th, 2025 through June 22nd, 2025. This expense will come out of Federal Forest Funds. Chairman Skinner seconded the motion. Chairman Simler called for a vote. Chairman Simler voted Aye, Vice Chairman Keen Abstained, Board Member Hunt voted Aye, Board Member Rodriguez voted Aye and Board Member Skinner Abstained. Motion carried 3 to 2.

III. Transportation Department

- Patrick Foy – Transportation Director
  - ✓ Bus Driver Pay Increase

Transportation Supervisor Patrick Foy asked the Board of Trustees to increase the Transportation Pay. No Action Taken.

IV. Ratify Negotiations

After a brief discussion presented by Board Member Rodriguez and Board Member Hunt. Board Member Hunt moved to ratify negotiations for the 2025-2026 School Year. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. Chairman Silmer voted Aye, Vice Chairman Keen voted Aye, Board Member Hunt voted Aye, Board Member Rodriguez voted Aye and Board Member Skinner Abstained. Motion carried 4 to 1.

V. Approval of Classified Staff Wages

After a discussion, Board Member Hunt made the motion to give all Classified Staff a step on their Current Classified Salary Schedule, for the 2025-2026 School Year. This will also include a one-time 5% increase in Transportation Standby Time for the 2025-2026 School Year. Board Member Skinner seconded the motion. Chairman Simler called for a vote. Chairman Silmer voted Aye, Vice Chairman Keen voted Aye, Board Member Hunt voted Aye, Board Member Rodriguez voted Abstained and Board Member Skinner voted Aye. Motion carried 4 to 1.

VI. Approval of Support Staff Wages

After a discussion, Vice Chairman Keen made the motion to give all Support Staff a step on their Current District Office/Department Head Salary Schedule, for the 2025-2026 School Year. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VII. Budget Workshop

- ~~June 9th, 2025~~ May 29th, 2025
- 5:30 p.m.
  - ✓ District Office

After a discussion, Vice Chairman Keen made the motion to give have a Budget Workshop on May 29th, 2025 at 5:30 p.m. in the District Office. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VIII. Approval of Policies

- Series 3000
  - ✓ Policy No. 3570P – Student Records – Maintenance of School Student Records
- Series 5000
  - ✓ Policy No. 5825 – Evaluation of School Bus Drivers
- Series 8000
  - ✓ Policy No. 8100 – Transportation
  - ✓ Policy No. 8115 – Hours of Service of Drivers
  - ✓ Policy No. 8120 – Bus Routes, Stops, and Non-Transportation Zones
  - ✓ Policy No. 8140 – Student Conduct on Buses
  - ✓ Policy No. 8170 – District – Owned Vehicles
  - ✓ Policy No. 8180 – Driver Training and Responsibility
  - ✓ Policy No. 8180P – Driver Training and Responsibility – Responsibilities When Status: Operating the School Bus
  - ✓ Policy No. 8190 – Emergencies Involving Transportation Vehicles
  - ✓ Policy No. 8195 – District Vehicle Idling

Superintendent Anselmo recommended approving the Policies as listed. Board Member Rodriguez moved to approve the Policies as listed. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION F---INFORMATIONAL ITEMS

I. Student Enrollment – May 2025

A copy of the Student Enrollment—May 2025 was provided to the Board Members.

Chairman Simler adjourned the meeting at 8:17 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk

Kamiah Jt. School District #304

May 29th, 2025 Special Meeting Minutes

Executive Session—No Executive Session Special Meeting—5:30 p.m.

The Board of Trustees of Kamiah Jt. School District met in the Kamiah District Office. Board Members present were Chairman Rikki Simler, Vice Chairman Damon Keen, Board Member Terri Skinner and Board Member Jesse Hunt. Also present for the meeting was Superintendent Mr. Paul Anselmo, Clerk Tracy Lynde and Business Manager Sarah Cain. Board Member Tom Rodriguez was absent.

SECTION A---EXECUTIVE SESSION

No Executive Session

SECTION B---OPENING ACTIVITIES

I. Call Meeting to Order

At 5:30 p.m., Chairman Simler welcomed the audience and called the Regular Meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was Tracy Lynde, Clerk.

III. Public Comments

Chairman Simler asked for public comments on non-agenda items. There was no public input at this time.

SECTION C---Action Items---REPORTS

No Reports

SECTION E---Action Items---NEW BUSINESS

I. Budget Workshop

Business Manager Sarah Cain presented Draft 3 of the Budget to the Board of Trustees. Draft 1 and Draft 2 were emailed the weeks prior. She answered questions and the Board Trustees discussed it at length.

SECTION E---INFORMATIONAL ITEMS

No Informational Items

Chairman Simler adjourned the meeting at 7:26 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk