AGENDA
Kamiah Joint School District #304 Board of Trustees
Kamiah High School Library
Monday, March 16th, 2026
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):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s 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;

(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)

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
- February 17th, 2026 – Regular Meeting Minutes
- February 27th, 2026 – Special Meeting Minutes

II. Approval of Bills
III. Approval of Summer School Staff
- Teresa Gorges
- Erica Hrdlicka
- Kolby Krieger

IV. Approval of Resignations
- Teresa Chapman – Special Education Aide
- Todd Nygaard – Teacher
- Sarah Cain – Business Manager
- Patrick Foy – Transportation Director

V. Approval of Trustee Resignation
- Jesse Hunt – Zone V

SECTION D – Action Items – REPORTS

I. **Superintendent's Report & Recognitions**
II. **Principal Report**
III. **ASB Report**
IV. **Financial Report**

SECTION E – Action Items – BUSINESS

I. **School Calendar 2026-2027**
II. **Chromebook and Teacher Computer Replacement Schedule**
- Jenna Boggan – IT Director

III. **Grounds Maintenance Contract**
- Massey Janitorial/CV Lawn Care

IV. **Approval of Budget Hearing**
- June 15th, 2026 (Regular Board Meeting)

V. **Approval of Surplus Items**
- 2007 Thomas C2 - Bus

VI. **Intervention Paraprofessional**
- Job Description
- Salary Schedule

VII. **District Office Configuration**
VIII. **District Office Salary Schedule**
IX. **District Office – Relocation/Move**
X. **Graduation Ceremony Attendees**
- Saturday, May 23rd, 2026
- 10:30 a.m.

XI. **Trustee Vacancy**
- Need Motion: To open vacancy for Trustee in Zone V
  *Term: December 2027
  *Run Advertisement for 1 week
  *Letter of Intent

XII. **ISBA Search**
XIII. **Approval of Policies**
- 3000 Series
  - ✓ Policy No. 3085P – Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions

SECTION F – INFORMATIONAL ITEMS

I. **Student Enrollment – March 2026**
II. **Idaho School Board Association (ISBA)**
- 2026 Spring Leadership Institute

Kamiah Jt. School District #304

February 17th, 2026 Regular Meeting Minutes

Executive Session—5:00 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 (was late), Board Member Tom Rodriguez and Board Member Jesse Hunt. Also present for the meeting was Superintendent Mr. Paul Anselmo and Clerk Tracy Lynde.

SECTION G---EXECUTIVE SESSION

At 5:04 p.m., Moved by Vice Chairman Keen to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s 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;

(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;

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

Board Member Skinner arrived at 5:17 p.m.

Superintendent Candidates was discussed.

Personnel Issues were discussed.

Vice Chairman Keen moved to adjourn the Executive Session at 6:29 p.m. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 6:37 p.m., Chairman Simler welcomed the audience and called the Regular Meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was Emily Puckett, Student.

III. Public Comments

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

SECTION B---Action Items---CONSENT AGENDA

I. Approval of Minutes

- January 14th, 2026 – Regular Meeting Minutes
- January 26th, 2026 – Special Meeting Minutes
- February 2nd, 2026 – Special Meeting Minutes

II. Approval of Bills

III. Approval of Termination

- Employee "A"

IV. Approval to Hire

- Cecilia Phillips – Behavior Interventionist Aide – (Half-Time)

V. Approval of Substitutes

- Ball, Katie
- French, Karen

Superintendent Anselmo recommended the approval of the Consent Agenda. Vice Chairman Keen moved to approve the Consent Agenda. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION D---Action Items---REPORTS

I. Superintendent's Report & Recognitions

Superintendent Anselmo was present. He gave a brief report.

II. Principal Report

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

III. ASB Report

Abigail Snyder was present. She gave a verbal report.

IV. Financial Report

Business Manager Cain submitted a Financial Report.

SECTION E---Action Items---BUSINESS

I. HOSA

- State Leadership Conference
  - ✓ March 10th, 2026 – March 13th, 2026
  - ✓ Boise, Idaho
    - ➢ Darra Snyder

Darra Snyder HOSA Advisor was present with some of her students. They gave a brief presentation. After a discussion, Board Member Hunt moved to approve the HOSA Trip that will take place in Boise, March 10th – 13th, 2026, including $ 1,500.00 for chaperones and bus driver expenses. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. Chairman Simler voted Aye, Vice Chairman Keen Abstained, Board Member Rodriguez voted Aye, Board Member Skinner voted Aye and Board Member Hunt voted Aye. Motion carried 4 to 1.

II. School Calendar 2026-2027

Superintendent Anselmo presented a Draft 1 and Draft 2 of the 2026-2027 School Year Calendar. No Action Taken.

III. Food Service RFP

After a brief discussion, Vice Chairman Keen moved to approve the Food Service RFP. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

IV. McKinstry

No Action Taken.

V. Set Date and Time for Special Board Meeting

Board Member Skinner made a motion to have a Special Meeting on Friday, February 27th, 2026 at 2:00 p.m. in the High School Library for Superintendent Interviews. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

SECTION F---INFORMATIONAL ITEMS

I. Student Enrollment – February 2026

A copy of the Student Enrollment—February 2026 was provided to the Board Members.

II. Thank You Card – Ben Detweiler Family

A copy of the Thank You Card from Ben Detweiler's Family provided to the Board Members.

III. Idaho Education Law Seminar

- Boise Centre on the Grove
  - Monday, April 27th, 2026 – Tuesday, April 28th, 2026

The Idaho Education Law Seminar will be at the Boise Centre on the Grove on April 27th, 2026 through April 28th, 2026.

Chairman Simler adjourned the meeting at 7:25 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk

Kamiah Jt. School District #304

February 27th, 2026 Special Meeting Minutes

Executive Session—To Follow Special Meeting—2:00 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 and Board Member Jesse Hunt. Also present for the meeting was Clerk Tracy Lynde. Board Member Tom Rodriguez was absent.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 2:00 p.m., Chairman Simler welcomed the audience and called the Special Meeting to order.

II. Pledge of Allegiance

The Pledge of Allegiance was led by Tracy Lynde, Clerk.

SECTION G---EXECUTIVE SESSION

At 2:01 p.m., Moved by Board Member Skinner to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(b) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individual s 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;

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

Superintendent Candidates were discussed:

~~*Mr. Shane Johnston – 2:15 p.m.*~~ *No Show*

Board Member Skinner moved to recess the Executive Session at 3:05 p.m. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Vice Chairman Keen moved to resume the Executive Session at 3:51 p.m. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Dr. D'Lisa Penney – ~~4:45 p.m.~~ 4:24 p.m.

Vice Chairman Keen moved to recess the Executive Session at 5:22 p.m. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Staff Members Shannon Engledow, John "Rich" Martin and Aeron O'Brien joined the Board of Trustees in Open Session. They asked questions for approximately 25 minutes to interviewee Dr. D'Lisa Penney.

Vice Chairman Keen moved to resume the Executive Session at 5:52 p.m. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Staff Members Shannon Engledow, John "Rich" Martin and Aeron O'Brien joined the Board of Trustee in Executive Session. The presented the Board of Trustees with their recommendation.

Board Member Skinner moved to adjourn the Executive Session at 7:22 p.m. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

SECTION C---Action Items---BUSINESS

I. 2026-2027 School Year Superintendent Contract

Vice Chairman Keen moved to offer the Superintendent Position to Dr. D'Lisa Penney for $ 111,254.35. The Superintendent Position will be a 1-year contract (2026-2027 School Year), 1.0 FTE Superintendent/Secondary Principal. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Chairman Simler adjourned the meeting at 7:28 p.m.

Rikki Simler
Rikki Simler, Board Chairman

Tracy Lynde
Tracy Lynde, Board Clerk