AGENDA
Kamiah Joint School District #304 Board of Trustees
Kamiah High School Library
Monday, April 20th, 2026
Special Meeting, 5:30 PM
Executive Session, To Follow Special Meeting
Regular Meeting, 6:30 PM

SPECIAL MEETING - OPENING ACTIVITIES

I. Call Meeting to Order

SPECIAL MEETING - BUSINESS

I. Zone V – Trustee Interviews

- 5:30 p.m. – Dona Simmons

II. Appointment of Trustee

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;

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.

IV. Recognition of Valedictorian and Salutatorians

- David Harrington – Principal
- Jeannette Wilcox – K-12 Counselor

SECTION C – Action Items – CONSENT AGENDA

I. Approval of Minutes
- March 13th, 2026 – Special Meeting Minutes
- March 16th, 2026 – Regular Meeting Minutes
- April 16th, 2026 – Special Meeting Minutes

II. Approval of Bills

III. Approval of Resignations
- Jeff Mercer – Secondary Shop Teacher
- Erin Wing – English (6-12)
- Shelbi Jones – Behavior Interventionist Aide – (Half-Time)

IV. Approval of Transfer
- Kevin Perry – Secondary P.E. & Health

V. Approval to Hire
- Scott Knuteson – High School Track Assistant Coach
- Wendi Carpenter – Secondary Math Teacher *(2026-2027 School Year)*
- Hannah Hicks – Behavior Interventionist Aide – (Half-Time)
- Daisy Bower – Resource Room Facilitator – (Half-Time) *(2026-2027 School Year)*
- Drake Cain – Secondary English *(2026-2027 School Year)*

VI. Approval of Supplemental Contract
- High School Track
  - Scott Knuteson

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. Oath of Office

II. Code of Ethics

III. Superintendent/Secondary Principal Search

IV. District Office Salary Schedule

V. Classified Staff Salary Schedule

VI. Approval of Transfer of Funds
- Federal Forest Funds to General Fund (1 payment)

VII. Free Lunch Cost

VIII. 2026-2027 School Year Lunch Prices

SECTION F – INFORMATIONAL ITEMS

I. Student Enrollment – April 2026

II. Education Acronyms & Abbreviations

Kamiah Jt. School District #304

March 13th, 2026 Special Meeting Minutes

Executive Session—To Follow Special Meeting—3:30 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 and Board Member Terri Skinner. Also present for the meeting was Clerk Tracy Lynde. Board Member Tom Rodriguez (Via Telephone) during Executive Session. Board Member Jesse Hunt was absent.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 3:30 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.

Staff Members Shannon Engledow, John "Rich" Martin and Aeron O'Brien joined the Board of Trustees. They asked questions for approximately 15 minutes to interviewee Mrs. Amanda Bush.

SECTION G---EXECUTIVE SESSION

At 3:45 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;

Motion was seconded by Board Member Skinner. 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 Rodriguez (Via Telephone) voted Aye. Motion carried.

Superintendent Candidates were discussed:

Mrs. Amanda Bush – 3:45 p.m.

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 Rodriguez moved to adjourn the Executive Session at 4:55 p.m. Board Member Skinner 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/Secondary Principal Contract

Vice Chairman Keen moved to offer the Superintendent Position to Mrs. Amanda Bush at Step 2 on the Superintendent/Principal Salary Schedule. The Superintendent Position will be a 2-year contract (2026-2027 School Year and 2027-2028 School Year), 1.0 FTE Superintendent/Secondary Principal, this would also include Superintendent Credit Reimbursement and 4 Additional Vacation Days. 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 5:01 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk

Kamiah Jt. School District #304

March 16th, 2026 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 G---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):

(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)

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 Rodriguez voted Aye, Board Member Skinner voted Aye and Board Member Hunt voted Aye. Motion carried.

Superintendents was discussed.

Personnel Issues were discussed.

Negotiations were discussed.

Vice Chairman Keen moved to recess the Executive Session at 6:32 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 Jenna Boggan, IT Director.

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

- 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

Superintendent Anselmo recommended the approval of the Consent Agenda. Vice Chairman Keen moved to approve the Consent Agenda. Board Member Skinner 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 was present. She gave a verbal report. Secondary Principal David Harrington submitted his report to Superintendent Anselmo to present it to the Board of Trustees.

III. ASB Report

Abigail Snyder was absent. She submitted her report to Clerk Lynde.

IV. Financial Report

Business Manager Cain submitted a Financial Report.

SECTION E---Action Items---BUSINESS

I. **School Calendar 2026-2027**

Superintendent Anselmo presented a Draft 1 and Draft 2 of the 2026-2027 School Year Calendar. After a brief discussion, Board Member Skinner moved to approve Draft 1 of the 2026-2027 School Calendar. Board Member Hunt seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

II. **Chromebook and Teacher Computer Replacement Schedule**

- Jenna Boggan – IT Director

IT Director Jenna Boggan was present. After a brief discussion, Vice Chairman Keen moved to approve the Annual – 5 Year Rotation for Chromebook and Teacher Computer Replacement Schedule of $ 25,000.00 (Budget Line-Item). Chairman Simler seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

III. **Grounds Maintenance Contract**

- Massey Janitorial/CV Lawn Care

After a brief discussion, Board Member Hunt moved to approve Massey Janitorial/CV Lawn Care Grounds Maintenance Contract as presented. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

IV. **Approval of Budget Hearing**

- June 15th, 2026 (Regular Board Meeting)

After a brief discussion, Vice Chairman Keen moved to approve the Budget Hearing for June 15th, 2026 at the Regular Board Meeting. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

V. **Approval of Surplus Items**

- 2007 Thomas C2 – Bus

After a brief discussion, Board Member Skinner moved to approve the Surplus Item as listed. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VI. **Intervention Paraprofessional**

- Job Description
- Salary Schedule

After a brief discussion, Vice Chairman Keen moved to approve the Intervention Paraprofessional Job Description and Salary Schedule to year 14. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VII. District Office Configuration

After a brief discussion, Vice Chairman Keen moved to approve the District Office Configuration, as proposed by Superintendent Anselmo. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

VIII. District Office Salary Schedule

No Action Taken.

IX. District Office – Relocation/Move

After a brief discussion, Vice Chairman Keen moved to approve the District Office Relocation. Board Member Skinner seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

X. Graduation Ceremony Attendees

- Saturday, May 23rd, 2026
- 10:30 a.m.

Vice Chairman Keen and Board Member Rodriguez will be present at Graduation.

XI. Trustee Vacancy

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

Vice Chairman Keen moved to approve open the Vacancy for Trustee in Zone V. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

XII. ISBA Search

After a brief discussion, Vice Chairman Keen moved to approve Option 1, from the ISBA Superintendent Search. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted aye unanimously. Motion carried.

XIII. Approval of Policies

- 3000 Series
  - ✓ Policy No. 3085P – Title IX Sexual Harassment Grievance Procedure, Requirements, and Definitions

After a brief discussion, Board Member Hunt moved to approve the policy listed above. 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 – March 2026

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

II. Idaho School Board Association (ISBA)

- 2026 Spring Leadership Institute

A copy of the Idaho School Board Association (ISBA) 2026 Spring Leadership Institute was provided to the Board Members

SECTION G---EXECUTIVE SESSION

At 8:51 p.m., Moved by Vice Chairman Keen to go into Executive Session, as per section 74-206 (1) of the Idaho Code, subsection (s):

(c) 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;

(d) 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 Rodriguez. Chairman Simler called for a roll call vote. Chairman Simler voted Aye, Vice Chairman Keen voted Aye, Board Member Rodriguez voted Aye, Board Member Skinner voted Aye and Board Member Hunt voted Aye. Motion carried.

Superintendents was discussed.

Personnel Issues were discussed.

Negotiations were discussed.

Board Member Hunt moved to adjourn the Executive Session at 9:19 p.m. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Chairman Simler adjourned the meeting at 9:20 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk

Kamiah Jt. School District #304

April 16th, 2026 Special Meeting Minutes

Executive Session—To Follow Special Meeting—5:30 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 Tom Rodriguez and Board Member Terri Skinner. Also present for the meeting was Clerk Tracy Lynde.

SECTION A---OPENING ACTIVITIES

I. Call Meeting to Order

At 5:30 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 5:30 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;

Motion was seconded by Board Member Skinner. 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 Rodriguez voted Aye. Motion carried.

Superintendent Candidates were discussed:

Mr. Michael Kevin Beard – 5:45 p.m.

Board Member Skinner moved to recess the Executive Session at 5:43 p.m. Vice Chairman Keen seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Staff Members John "Rich" Martin and Aeron O'Brien joined the Board of Trustees. They asked questions for approximately 15 minutes to interviewee Mr. Michael Kevin Beard.

Vice Chairman Keen moved to resume the Executive Session at 6:01 p.m. Board Member Rodriguez seconded the motion. Chairman Simler called for a vote. The Board voted Aye unanimously. Motion carried.

Clerk Lynde presented Staff Members John "Rich" Martin and Aeron O'Brien's recommendation to the Board of Trustees.

Vice Chairman Keen moved to adjourn the Executive Session at 7:24 p.m. Board Member Rodriguez 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/Secondary Principal Contract

Vice Chairman Keen moved to offer the Superintendent Position to Mr. Michael Kevin Beard at a Step 1 on the Superintendent/Principal Salary Schedule. The Superintendent Position will be a 2-year contract (2026-2027 School Year and 2027-2028 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 7:38 p.m.

Rikki Simler

Rikki Simler, Board Chairman

Tracy Lynde

Tracy Lynde, Board Clerk