

Agenda of Regular School Board Meeting

The Board of Trustees

Lakeland Joint School District No. 272

A Regular School Board Meeting of the Board of Trustees of Lakeland Joint School District No. 272 will be held Tuesday, July 28, 2020, beginning at 6:00 PM in the Administrative Offices, 15506 N. WASHINGTON ST., RATHDRUM, ID 83858.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

- A. **Call Meeting to Order at 6:00 p.m.**
- B. **Welcome Visitors/Pledge of Allegiance**
- C. **District Mission Statement**
- D. **Patron Input (Patron Input will be accepted up to 6:00pm on July 28, 2020 by emailing Clerk, Krissy Williams at krissy.williams@lakeland272.org.**
- E. (Each speaker will be asked to limit their remarks to no more than three minutes. Please see the Public Comment sign-in sheet and Policy #1520 for proper procedure in addressing the Board during Public Comment).
- F.
- G. **Action Items** - All items are considered action items. The Board may approve all of the following items by a single motion and vote - unless any member of the Board asks that an item be removed from the Action Items for discussion and action later in the agenda.
 - 1. Consent Agenda
 - a. Minutes of Previous Meeting(s) - July 14, 2020 Regular Board Meeting
 - b. HR Items
 - 2. **Please amend agenda to add action item G - 2, Approve/Deny Lakeland Jt. School District No. 272 Resolution July 28, 2020 in Response to COVID 19 Emergency**
- H. **Report and Presentation Agenda - (Information Only)**
 - 1. Staff Reports
 - a. Moody's Credit Opinion - Lakeland 272 Upgrade to A1 - Brian Wallace, CFO
 - 2. Superintendent's Report
 - a. Draft LJSD Fall 2020 Reopen Plan Overview
- I. **Action Items** - the board may take action to approve, deny, amend, modify or postpone action on any of the items listed below
 - 1. Approve/Deny Draft LJSD Fall 2020 Reopen Plan Overview
 - 2. **Approve/Deny Lakeland Jt. School District No. 272 Resolution July 28, 2020 in Response to COVID 19 Emergency**
 - 3. Approve/Deny Update to Policy 1010 - Organization and Classification
 - 4. Approve/Deny Update to Policy 1520 - Public Participation in Board Meeting, to be renamed Board Meeting Participation
 - 5. Approve/Deny Adoption of Policy 4110, to be named Patron Participation in Board Meetings

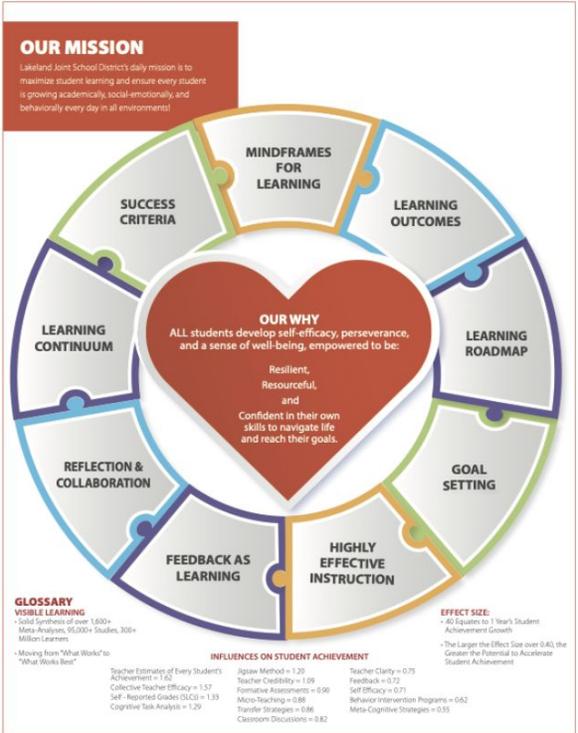
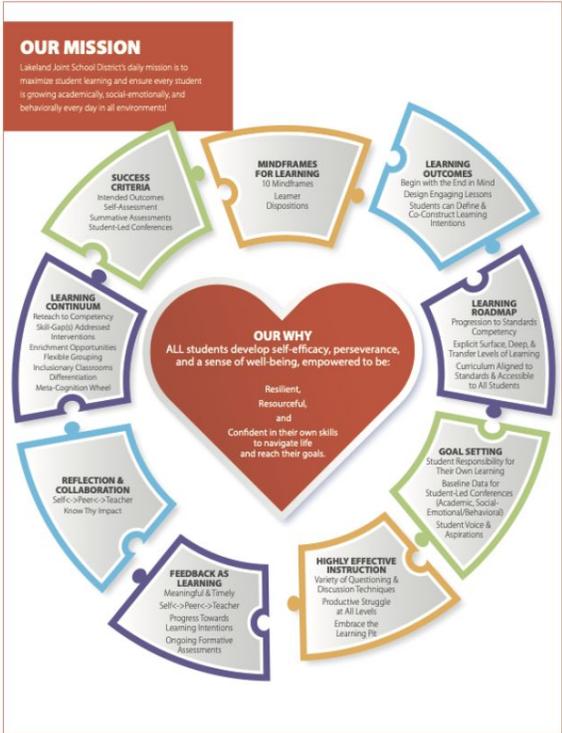
6. Approve/Deny License Agreement for access through District property as presented
7. Approve/Deny Alternate Authorization as presented for Employee 07.28.2020 - A
8. Approve/Deny 2020-2021 Classified Employee List as presented

J. Discussion Items - (Information Only)

1. First Read of Update to Policy 1110 - Election
2. First Read of Update to Policy 2700 - High School Graduation Requirements and accompanying Procedure 2700P

K. Board Member Input for Future Agenda Items

Lakeland Jt. School District's daily mission is to maximize student learning and ensure every student is growing academically, social-emotionally, and behaviorally every day in all environments!



**THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT NO. 272,
EXECUTIVE SESSION & REGULAR BOARD MEETING July 14, 2020**



LAKELAND JOINT SCHOOL DISTRICT NO. 272

Meeting Location
Lakeland Joint School District Office
15506 N Washington Street
Rathdrum, ID 83858

BOARD MEMBERS PRESENT

Chairman Rena Olmstead (Zone 1)
Trustee Rob Irons (Zone 4)
Trustee Michelle Thompson (Zone 3)
Trustee Ramona Grissom (Zone 2)
Trustee Debbie Major (Zone 5)

ADMINISTRATION PRESENT

Dr. Becky Meyer, Superintendent
Brian Wallace, CFO
Brook Cunningham, Director of HR
Krissy Williams, Clerk
Lisa Sexton, Assistant Superintendent

A. Call Meeting to Order at 6:00 p.m.

Chairman Olmstead called the Board Meeting to order at 6:01 p.m.

B. Welcome Visitors/Pledge of Allegiance

Chairman Olmstead welcomed visitors and led in the Pledge of Allegiance.

C. District Mission Statement

Trustee Grissom read aloud the District Mission Statement.

D. Patron Input (Patron Input will be accepted via email at krissy.williams@lakeland272.org until Tuesday, July 14, 2020 at 6:00pm)

There was no patron input submitted for this meeting.

E. Report and Presentation Agenda - (Information Only)

1. Student Presentation

a. National Global Change, Accessibility Award Winner, Caleb Adams

Dr. Meyer introduced Laura Spurway who then introduced Kacy Williams, Garwood Elementary teacher and Caleb Adams, 4th grade student who is the National Global Change, Accessibility Award Winner. Caleb spoke to his invention, the Adams Washer. Ms. Williams spoke to the work that Caleb put into the project and Caleb's parents also spoke to the Board.

2. Staff Reports

a. Monthly Finance Presentation - Brian Wallace, CFO

Mr. Wallace presented on the current financial state of the district. This presentation has been made a part of the regular board meeting agenda. Mr. Wallace spoke to questions that Trustee Thompson had asked of him regarding property taxes, tort calculations, and other expenditures for the year. Trustee Grissom also asked a question of Mr. Wallace.

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3. Superintendent's Report

Dr. Meyer spoke to the Board about the timeline for reopening in the fall and how that will progress. A parent and staff survey will go out to be able to give the Board all the information they need to finalize the reopening plan for the fall. Ms. Sexton added to the discussion of reopening in the fall. Trustees took part in further discussion.

F. Action Items - All items are considered action items. The Board may approve all of the following items by a single motion and vote - unless any member of the Board asks that an item be removed from the Action Items for discussion and action later in the agenda.

1. Consent Agenda

- a. Minutes of Previous Meeting(s) - June 23, 2020 Regular Board Meeting and June 30, 2020 Special Board Meeting
- b. HR Items
- c. Regular and Special Bills

MOTION was made by TRUSTEE GRISSOM and seconded by TRUSTEE IRONS to approve Consent Agenda. Hearing all ayes, motion carried.

G. Action Items - the board may take action to approve, deny, amend, modify or postpone action on any of the items listed below

1. Approve/Deny Update to Policy 1100 - Membership

MOTION was made by TRUSTEE IRONS and seconded by TRUSTEE MAJOR to approve Update to Policy 1100 - Membership. Hearing all ayes, motion carried.

2. Approve/Deny Adoption of Policy 1315 - District Continuous Improvement Plan

MOTION was made by TRUSTEE MAJOR and seconded by TRUSTEE IRONS to approve Adoption of Policy 1315 - District Continuous Improvement Plan. Hearing all ayes, motion carried.

3. Approve/Deny to Remove Policy 6400 - Principals (Replaced by existing Board Policy 6320 - Evaluation of Administrative Staff)

Dr. Meyer spoke to this agenda item after a question from Trustee Grissom.

MOTION was made by TRUSTEE GRISSOM and seconded by TRUSTEE MAJOR to table this item until the next board meeting to Remove Policy 6400 - Principals. Hearing all ayes, motion carried.

4. Approve/Deny Alternate Authorization for Certified Employee 07.14.2020 - A

MOTION was made by TRUSTEE GRISSOM and seconded by TRUSTEE IRONS to approve Alternate Authorization for Certified Employee 07.14.2020 - A. Hearing all ayes, motion carried.

5. Approve/Deny one year leave of absence for Certified Employee 07.14.2020 - B

Dr. Meyer spoke to this item and the administration's support of this item.

MOTION was made by TRUSTEE GRISSOM and seconded by TRUSTEE THOMPSON to approve one year leave of absence for Certified Employee 07.14.2020 - B. Hearing all ayes, motion carried.

6. Approve/Deny License Agreement for access through District property as presented

Trustee Irons asked several questions regarding this item and Mr. Wallace spoke to the item. Megan O'Dowd added that language could be added to the agreement to put the burden on the homeowner to ask the school board for permission to use the driveway. Trustees agreed to add additional language regarding the property changing hands in the future and have the new agreement come before the Board at the next meeting.

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MOTION was made by TRUSTEE IRONS and seconded by TRUSTEE MAJOR to Table License Agreement pending further amendments for access through District property as presented. Hearing all ayes, motion carried.

H. Discussion Items - (Information Only)

1. First Read of Update to Policy 1010 - Organization and Classification

Trustees Grissom and Thompson spoke to the first read of this policy update.

2. First Read of update to Policy 1520 - Public Participation in Board Meeting, to be renamed Board Meeting Participation

Trustees Grissom and Thompson spoke to the first read of this policy update.

3. First Read of Adoption of Policy 4110, to be named Patron Participation in Board Meetings

Trustees Grissom and Thompson spoke to the first read of this policy.

4. Curriculum Review

Trustees took part in discussion with Ms. Sexton on the upcoming Board Workshop on Curriculum that will take place on August 11.

5. Sources of Strength

Trustee Grissom asked questions regarding the grant funded Sources of Strength program in the District. Dr. Meyer spoke to bringing further information to the Board in the future on this program.

6. Board Advisory Committees

Trustee Grissom spoke to possibly forming advisory committees to do the groundwork for things such as curriculum, etc.

7. Microphone and Audio Setup for Boardroom

Trustee Thompson asked a clarifying question of this item. Dr. Meyer and Brian Wallace spoke to this item.

I. Board Member Input for Future Agenda Items

No further items for discussion

J. Action Items - the board may take action to approve, deny, amend, modify or postpone action on any of the items listed below

1. Approve/Deny to enter into Executive Session per IC 74-206 (1) (b) No decisions/Actions will be made during Executive Session, this is only a motion to enter into Executive Session.

MOTION was made by TRUSTEE IRONS and seconded by TRUSTEE GRISSOM to approve to enter into Executive Session per IC 74-206 (1) (b).

Upon the following roll call vote, Trustees entered into Executive Session

Trustee Major - Yes

Trustee Thompson - Yes

Trustee Grissom - Yes

Trustee Irons - Yes

Chairman Olmstead - Yes

K. Executive Session per IC 74-206 (1) (b)

1. Personnel
2. Legal

***THE MEETING MINUTES OF THE LAKELAND JOINT SCHOOL DISTRICT NO. 272,
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L. Action Items after Executive Session

1. Possible action item regarding grievance appeal

No action taken after the Executive Session.

The Board Meeting adjourned at 9:27p.m.

Attest:

Respectfully Submitted:

Rena Olmstead, Chairman

Krissy Williams, Clerk

Lakeland Joint School District #272

Brook Cunningham, Human Resources Director

15506 N. Washington Street, Rathdrum, Idaho 83858

208/687-0431, ext. 1104

bcunningham@lakeland272.org ~ web.lakeland272.org



LJSD Vision: A community committed to academic excellence ... dedicated to student success.

NAME	HIRE DATE	POSITION	BUILDING	PREVIOUS POSITION IN DISTRICT
Beth Whitfield	08/31/2020	ELA Teacher	LHS	
Katie Walters	08/14/2020	School Clerical	GE	
Jessica Istre	08/31/2020	ELA/Drama Teacher	THS	
Mason Cramer	07/10/2020	Asst. Football	THS	
Craig Shaver	07/10/2020	Asst. Football	LHS	
Kathelyn Fuller	09/08/2020	Guest Teacher	DO	
Britton Garder (Poulter)	09/08/2020	Guest Teacher	DO	Music Teacher TLE
Danielle Nickerson	09/08/2020	Guest Teacher	DO	
Mark Baer	09/08/2020	Guest Teacher	DO	
Ferrah Anderson	09/08/2020	Guest Teacher	DO	
Peter Ball	09/08/2020	Guest Teacher	DO	
Julie Rameriez	09/08/2020	Guest Teacher	DO	Student Teacher GE
Tamara Ross	09/08/2020	Guest Teacher	DO	
Karen Akers	09/08/2020	Guest Teacher	DO	
Emily Ward	09/08/2020	Guest Teacher	DO	Para SLE
Jenny Kaufman	09/08/2020	Guest Teacher	DO	
Carol Owren	09/08/2020	Guest Teacher	DO	
NAME	RESIGNATION DATE	POSITION	BUILDING	
Susan Bates	08/31/2020	School Nurse	DO	
NAME	RETIREMENT DATE	POSITION	BUILDING	
STIPENDS FOR APPROVAL				

**LAKELAND JT. SCHOOL DISTRICT NO. 272 -- RESOLUTION
JULY 28, 2020**

IN RESPONSE TO COVID-19 EMERGENCY

This Resolution is made this ___ day of _____, 2020, by the Lakeland Jt. School District Board of Trustees, whose address is 15506 N Washington Street, Rathdrum, ID 83858 (the “District”):

RECITALS:

WHEREAS, the District is a validly organized and existing school district operating under Title 33, Chapter 3 of the Idaho Code;

WHEREAS, subject to the supervision and authority of the State Board of Education and the Idaho State Department of Education, the Board of Trustees of the District (the “Board”) has the power and duty to administer the daily instruction to students within the District while also protecting the health, safety and welfare of the staff and students;

WHEREAS, the Centers for Disease Control and Prevention has labeled the 2019 novel coronavirus (COVID-19) a pandemic posing a serious public health threat;

WHEREAS, on March 13, 2020 the Governor of the State of Idaho issued a proclamation declaring that a state of emergency exists in the State of Idaho due to the occurrence and imminent threat to public health and safety arising from the effects of COVID-19, and has issued executive orders related thereto, which proclamation and executive orders have been subsequently amended and/or superseded and may continue to be issued and/or amended from time to time;

WHEREAS, on July 9, 2020, the Governor’s Office, the State Board of Education and the Idaho State Department of Education, with guidance from the Idaho Department of Health and Welfare and local health districts issued the *Idaho Back to School Framework* (the “Framework”). The Framework recognizes the responsibility of the Board of Trustees to provide uniform instruction to students, ensure the health and safety of staff and students, and develop plans and procedures for responding to the pandemic while providing this instruction;

WHEREAS, in compliance with the Framework, and in consultation with the Panhandle Health District, the Board desires to adopt a reopening plan for the District, which in its discretion, is in the best interest of the staff and students and consistent with applicable guidance and authority;

WHEREAS, the Board is authorized under Policy 1300 to suspend its existing policies and procedures by a majority vote where circumstances require a waiver of such policies; and

WHEREAS, the Board desires to suspend all District policies to the extent that any such policy may be in conflict with applicable agency orders, state law, and federal law (including

without limitation the Families First Coronavirus Response Act) until such time when the emergency ceases and/or the applicable rules, laws and guidance are lifted.

NOW, THEREFORE, it is resolved as follows:

1. The Board, in an exercise of its discretionary functions, hereby directs the Superintendent to suspend all District policies and procedures to the extent any terms contained therein are in conflict with the provisions of any applicable agency order, state law and/or federal law as it pertains to the COVID emergency. This suspension shall only exist for so long as the applicable rule or law applies. All provisions of such policies and procedures that are not in conflict with any applicable agency order, state or federal law will remain in effect at all times.
2. The Board hereby takes formal notice of the Framework issued on July 9, 2020, including the responsibility of the Panhandle Health District to identify the transmission level of community transfer of the virus and to advise the Board on operation and health safety plans and procedures, and the joint responsibilities of the Department of Health and Welfare and the Governor to protect the public from the spread of infectious and communicable diseases and to protect the health and safety of Idahoans.
3. The Board separately recognizes its responsibility to administer uniform and thorough instruction of students within its District, while also ensuring the health and safety of the staff and students.
4. The Board recognizes these agency responsibilities and will defer to any applicable orders, rules, laws, guidelines or other applicable determinations made by such agencies, including any mandatory school closures, masking or similar requirements when applicable to the District.
5. The Board takes formal notice of a parent's right to reasonable academic accommodations, as defined by Idaho Code § 33-6001, which are to be considered on balance with the administrative functions of the District. Such rights may include a parent's interest in keeping their child home for purposes of remote instruction during the period of emergency, a parent's interests in wearing masks or not wearing masks, and other important considerations in the administration of curriculum during this period of emergency.
6. The Board desires to formally recognize the importance of these various responsibilities and considerations, and the potentially conflicting interests of students, staff and parents regarding the District's plans for reopening.
7. In consideration of these various responsibilities and interests, the Board, in an exercise of its discretionary functions and in its best judgment to fulfill its statutory obligations to the staff and students of the District, including the uniform and thorough instruction of students while also ensuring the health and safety of these individuals, hereby adopts the attached reopening framework to be applied for the 2020-2021 school year (the "Plan"). The Plan shall remain in effect until lifted or amended by the Board, unless previously superseded by any applicable agency ordinance, state law or federal law.

8. The Board directs and authorizes the Superintendent to take all actions as may be necessary to comply with the Plan and the discretionary functions of Board's directives as contained herein.

This Resolution shall remain in effect for so long as the applicable agency orders, state, local and/or federal laws, rules or directives are in effect.

IN WITNESS WHEREOF, the Board hereby adopts the foregoing Resolution on the date first written above.

BOARD OF TRUSTEES OF THE
LAKELAND JT. SCHOOL DISTRICT

By: _____
Chair

ATTEST:

Clerk

Lakeland Joint School District No. 272

THE BOARD OF TRUSTEES

1010

Organization and Classification

The legal name and classification of this District is Lakeland Joint School District No. 272, Kootenai and Bonner Counties, State of Idaho.

In order to achieve its primary goal of providing each child with the necessary skills and attitudes to become effective citizens, the Board shall exercise the full authority granted to it by the laws of the state of Idaho. Its legal powers, duties and responsibilities are derived from the Idaho Constitution and state statutes and rules. Sources such as the school laws of Idaho, and the rules and regulations of the state board of education delineate the legal powers, duties and responsibilities of the Board.

Legal Reference:	I.C. § 33-302	Classification of school districts.
	I.C. § 33-305	Naming and numbering school districts.
	I.C. § 33-506	Organization and government of board of trustees.

Policy History:

Adopted on: August 13, 2007

Revised on: July 28, 2020

Board Meeting Participation

All regular and special meetings of the Board shall be open to the public, but any person who disturbs good order may be required to leave. The Board of Trustees encourages all citizens of the District to express their ideas and concerns. The comments of the community will be given careful consideration. In the evaluation of such comments, first priority will be District students and their educational program.

NOTICE

DUE TO THEIR SENSITIVE NATURE, COMMENTS OR COMPLAINTS ABOUT PERSONNEL OR INDIVIDUAL STUDENTS WILL ONLY BE HEARD IN EXECUTIVE SESSION.

Any complaint about the District, including instruction, discipline, District personnel policy, procedure or curriculum, should be referred through proper administrative channels before it is presented to the board for consideration and action. Please see District Policies No. 4110 and 4120 regarding patron participation.

Cross Reference: 4110 Public Participation in Board Meetings
 4120 Procedure to Address Concerns
 5250 Staff Grievances
 4320 Disruption of School Operations

Legal Reference: I.C. § 33-512 (11) Governance of Schools
 I.C. § 74-206 Executive Sessions - When Authorized

Policy History

Adopted on: March 10, 2014
Revised on: January 11, 2016
Revised on: July 28, 2020

Patron Participation in Board Meeting

At each Regular and Special meeting of the Board, held in person or virtually, the agenda may provide time for patron input. When the agenda allows for patron input, all persons wishing to address the Board shall submit a “Request to Address the Board” form. Forms are available from the Board Clerk, at each meeting, and on the district website.

Patron participation shall be regarding matters on the agenda and heard during Patron Input. Each patron shall be allotted three (_3_) minutes for input. In the event a large number of patrons wish to speak on the same issue or topic, patrons may select one representative to speak on behalf of the group to summarize their position. Time allotment for group participation shall not exceed 10 minutes.

Written Materials

Written materials for Board Members must be submitted to the Board Clerk. The written material must include the name, address and telephone number of the person submitting it. A copy of the materials that meet these requirements will be forwarded to Board Members if received by noon the Friday preceding the Board Meeting. Materials should not be sent directly to Board Members. Materials may be presented or mailed to the Board Clerk at the district office.

If a topic is being considered by a committee established for that purpose, the Chair may refer the public comment to that committee.

Because of the diversity of issues, the Chair may interrupt or terminate a patron’s input when it is too lengthy, personally directed, abusive, obscene, repetitive, or irrelevant. The Board, as a whole, shall have the final decision in determining the appropriateness of patron input, and may not respond. Instead, issues may be recorded and referred to the proper staff person or committee for follow-up.

Nothing in this policy shall prohibit the removal of any person who willfully disrupts a meeting to the extent that orderly conduct is seriously compromised. Defamatory or abusive remarks are out of order.

Patrons will not be recognized outside of Patron Input. The Board will listen to the public and expects the public to listen and speak only when properly recognized.

Patron Presentation at Board Meetings

Patrons wishing to make a formal presentation to the Board at a regularly scheduled Board Meeting, must submit a written request to the Board Clerk. Requests shall include the name of the individual or group presenting, the subject matter to be discussed, and all materials to be presented. The Board Clerk will notify the individual or group regarding the request and whether it has been granted by the Board.

Cross Reference:	4120	Procedure to Address Concerns
	4110F	Request to Address the Board Form
	5250	Staff Grievances
	4320	Disruption of School Operations

Legal Reference:	I.C. § 33-512 (11)	Governance of Schools
	I.C. § 74-206	Executive Sessions - When Authorized

Policy History

Adopted on: July 28, 2020

Last Name	First	Assignment	Building	
ARAGON	LEIGH	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
BARNETT	URSULA	HEAD CUSTODIAN	101 JOHN BROWN ELEMENTARY	
BECKETT	JEREMIAH	SWD PARA / PARA	101 JOHN BROWN ELEMENTARY	
CRANDALL	SHAYLYNN	CUSTODIAL PERSONNEL / NOON DUTY	101 JOHN BROWN ELEMENTARY	
DRECHSEL	AMY	NOON DUTY	101 JOHN BROWN ELEMENTARY	
EDWARDS	DOREEN	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
FERTIG	JULIE	PARA	101 JOHN BROWN ELEMENTARY	
FRITZ	ALEXIS	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
JONES	JOY	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
KATUS	PAMELA	ADMINISTRATIVE ASSIST	101 JOHN BROWN ELEMENTARY	
LYLE	KELSEY	NOON DUTY	101 JOHN BROWN ELEMENTARY	
MERRIFIELD	DANIELLE	PARA	101 JOHN BROWN ELEMENTARY	
MERTENS	TINA	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
MEYER	PHYLLIS	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
MILLER	JESSICA	BI-SWD PARA / CUSTODIAL	101 JOHN BROWN ELEMENTARY	
PETERSON	ANNA	INSTRUCTIONAL TECH SPECIALIST	101 JOHN BROWN ELEMENTARY	
RAEBEL	LYNDA	CUSTODIAL PERSONNEL	101 JOHN BROWN ELEMENTARY	
SINDT	LINDSEY	SCHOOL CLERICAL	101 JOHN BROWN ELEMENTARY	
SMITH	JENNIFER	LIBRARY ASSISTANT	101 JOHN BROWN ELEMENTARY	
WARGI	VICKIE	NOON DUTY	101 JOHN BROWN ELEMENTARY	
WORTHEN	COY	BI-SWD PARA	101 JOHN BROWN ELEMENTARY	
ADAMS	ALAN	CUSTODIAL PERSONNEL	102 SPIRIT LAKE ELEMENTARY	
ANDERSON	AMANDA	NOON DUTY / PARA	102 SPIRIT LAKE ELEMENTARY	
BELL	MARJEAN	LIBRARY ASSISTANT	102 SPIRIT LAKE ELEMENTARY	
BORGES	JANESSA	PARA	102 SPIRIT LAKE ELEMENTARY	
BUCHERT	VICKI	HEAD CUSTODIAN	102 SPIRIT LAKE ELEMENTARY	
CARLOCK	ALISHA	CROSSING GUARD	102 SPIRIT LAKE ELEMENTARY	
CLARY	KEELY	PARA	102 SPIRIT LAKE ELEMENTARY	
COLEMAN	SARA	PARA	102 SPIRIT LAKE ELEMENTARY	
CONNELLY	LAUREN	PARA	102 SPIRIT LAKE ELEMENTARY	
GERTSCH	JOANNA	SWD PSC	102 SPIRIT LAKE ELEMENTARY & 202 TIMBERLAKE JR HIGH	

Last Name	First	Assignment	Building	
HAASE	ERIN	SWD PARA	102 SPIRIT LAKE ELEMENTARY	
HOGUE	JENNIFER	CUSTODIAL PERSONNEL / NOON DUTY / CROSSING GU	102 SPIRIT LAKE ELEMENTARY	
HUGHES	MICHAEL	PARA	102 SPIRIT LAKE ELEMENTARY	
MALLINEN	ELIZABETH	BI-SWD PARA	102 SPIRIT LAKE ELEMENTARY	
MORSE	LEONARD	CUSTODIAL PERSONNEL	102 SPIRIT LAKE ELEMENTARY	
MULLINS	JESSICA	NOON DUTY	102 SPIRIT LAKE ELEMENTARY	
ROSE	ERICA	ADMINISTRATIVE ASSIST	102 SPIRIT LAKE ELEMENTARY	
SINGLETARY	PAULA	SWD PARA	102 SPIRIT LAKE ELEMENTARY	
TIEMANN	JENNIFER	NOON DUTY	102 SPIRIT LAKE ELEMENTARY	
WARD	CLAYTON	INSTRUCTIONAL TECH SPECIALIST	102 SPIRIT LAKE ELEMENTARY	
WOODRUFF	KRISTIN	NOON DUTY	102 SPIRIT LAKE ELEMENTARY	
ANDREWS	JUDITH	PARA	103 ATHOL ELEMENTARY	
BARBER	RACHELLE	CUSTODIAL PERSONNEL	103 ATHOL ELEMENTARY	
BERGER	CONNIE	LIBRARY ASSISTANT	103 ATHOL ELEMENTARY	
BITNER	JANICE	SWD PARA	103 ATHOL ELEMENTARY	
BLAGDEN	MARLYS	ADMINISTRATIVE ASSIST	103 ATHOL ELEMENTARY	
CARNEY	LANA	SCHOOL CLERICAL	103 ATHOL ELEMENTARY	
COLLISON	CHRISTINA	BI-SWD PARA	103 ATHOL ELEMENTARY	
HERRING	LINDA	PARA	103 ATHOL ELEMENTARY	
JENNE	AMY	BI-SWD PARA	103 ATHOL ELEMENTARY	
KELLER	BARBARA	NOON DUTY	103 ATHOL ELEMENTARY	
LAKE	SARA	BI-SWD PARA	103 ATHOL ELEMENTARY	
LANE	DEBORAH	SWD PARA	103 ATHOL ELEMENTARY	
MASSEY	SHANDRY	NOON DUTY	103 ATHOL ELEMENTARY	
MATHEWSON	KATHLEEN	HEAD CUSTODIAN	103 ATHOL ELEMENTARY	
MCKOWN	SARA	SWD PSC	103 ATHOL ELEMENTARY	
NEREAUX	CATHERINE	PARA	103 ATHOL ELEMENTARY	
OSTER	ELLEN	PARA	103 ATHOL ELEMENTARY	
ROMERO	ISABEL	BI-SWD PARA	103 ATHOL ELEMENTARY	
STUBBS	ANGELINE	BI-SWD PARA	103 ATHOL ELEMENTARY	
SWENSEN	TESHA	NOON DUTY	103 ATHOL ELEMENTARY	
TABLER	MATTHEW	INSTRUCTIONAL TECH SPECIALIST	103 ATHOL ELEMENTARY	

Last Name	First	Assignment	Building
WIEBERDINK	TOMMIE	BI-SWD PARA	103 ATHOL ELEMENTARY
YORK	LORI	CUSTODIAL PERSONNEL	103 ATHOL ELEMENTARY
BLACK	SHELLY	PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
CLEVELAND	STACEY	CUSTODIAL PERSONNEL	104 BETTY KIEFER ELEMENTARY
COOPER	MICHELLE	LIBRARY ASSISTANT	104 BETTY KIEFER ELEMENTARY
DANIELS	JOAN	SCHOOL CLERICAL	104 BETTY KIEFER ELEMENTARY
ENGLE	SHELLY	SWD PARA	104 BETTY KIEFER ELEMENTARY
FAIAS	LISA	CUSTODIAL PERSONNEL	104 BETTY KIEFER ELEMENTARY
FEUSIER	STEPHANIE	BI-SWD PARA	104 BETTY KIEFER ELEMENTARY
HANSEN	DEBBIE	TECHNOLOGY SPECIALIST	104 BETTY KIEFER ELEMENTARY
JESSOP	TRACY	SWD PARA	104 BETTY KIEFER ELEMENTARY
KAPLAN	JOSHUA	HEAD CUSTODIAN	104 BETTY KIEFER ELEMENTARY
LEWIS	LISA	SWD PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
LUDWICK	LISA	PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
MADDOLONE	ANDREA	ADMIN. ASST.	104 BETTY KIEFER ELEMENTARY
MIDGLEY (HANSEN)	KAYLA	BI-SWD PARA	104 BETTY KIEFER ELEMENTARY
NELSON	STEFANI	SWD PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
NORDMAN	LAURIE	PARA	104 BETTY KIEFER ELEMENTARY
PRUITT	MICHELLE	PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
SCHUMACHER	MELANIE	PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
STOKE	ALEXANDRA	SWD PARA / NOON DUTY	104 BETTY KIEFER ELEMENTARY
TEBBE	JENNIFER	BI-SWD PARA	104 BETTY KIEFER ELEMENTARY
AHRNSBRAK	GENNY	SWD PARA	105 GARWOOD ELEMENTARY
BROWN	KELLY	PARA	105 GARWOOD ELEMENTARY
GOULD	RENA	CUSTODIAL PERSONNEL	105 GARWOOD ELEMENTARY
HUTSON	LUCAS	INSTRUCTIONAL TECH SPECIALIST	105 GARWOOD ELEMENTARY
JENNINGS	JOSEPH	HEAD CUSTODIAN	105 GARWOOD ELEMENTARY
JOHNSON	KANDY	CUSTODIAL PERSONNEL	105 GARWOOD ELEMENTARY
MALONEY	SYDNEY	PARA	105 GARWOOD ELEMENTARY
MCCULLOUGH	LEAH	SWD PARA	105 GARWOOD ELEMENTARY
PETERSON	AMY	ADMINISTRATIVE ASSIST	105 GARWOOD ELEMENTARY

Last Name	First	Assignment	Building	
REYNOLDS	AMY	BI-SWD PARA	105 GARWOOD ELEMENTARY	
RUBIN	THERESE	SWD PARA	105 GARWOOD ELEMENTARY	
SALISBURY	LACIE	SWD PARA	105 GARWOOD ELEMENTARY	
WALTER	KATIE	SCHOOL CLERICAL	105 GARWOOD ELEMENTARY	
ZIESMER	WENDY	LIBRARY ASSISTANT	105 GARWOOD ELEMENTARY	
ANDREWS	BAILEY	SWD PARA	106 TWIN LAKES ELEMENTARY	
BARR	ASHLEY	NOON DUTY	106 TWIN LAKES ELEMENTARY	
BROOKS	KAREN	BI-SWD PARA	106 TWIN LAKES ELEMENTARY	
BURTON	BRUCE	CUSTODIAL PERSONNEL	106 TWIN LAKES ELEMENTARY	
CECIL	AMANDA	BI-SWD PARA	106 TWIN LAKES ELEMENTARY	
COLLINS-ANDERSON	THER'ESA	BI-SPECIALIST	106 TWIN LAKES ELEMENTARY	
DAVAZ	PAMELA	ADMINISTRATIVE ASSIST	106 TWIN LAKES ELEMENTARY	
DESMARAIS	DEBORAH	CUSTODIAL PERSONNEL	106 TWIN LAKES ELEMENTARY	
DICKINSON	TRACY	PARA	106 TWIN LAKES ELEMENTARY	
HULL	KELSEY	SWD PARA	106 TWIN LAKES ELEMENTARY	
JONES	SUSAN	INSTRUCTIONAL TECH SPECIALIST	106 TWIN LAKES ELEMENTARY	
LEONARD	BRIDGET	HEAD CUSTODIAN	106 TWIN LAKES ELEMENTARY	
LEONARD	DANIELLE	NOON DUTY	106 TWIN LAKES ELEMENTARY	
MASTERSON	LINDA	SWD PARA	106 TWIN LAKES ELEMENTARY	
MILLS	LORINDA	SWD PARA	106 TWIN LAKES ELEMENTARY	
MUELLER	APRIL	PARA	106 TWIN LAKES ELEMENTARY	
MULLIGAN	MARIA	SWD PARA	106 TWIN LAKES ELEMENTARY	
QUILLIN	GERI	LIBRARY ASSISTANT	106 TWIN LAKES ELEMENTARY	
SPICER	MELANIE	PARA	106 TWIN LAKES ELEMENTARY	
STAINBROOK	ASHLEY	BI-SWD PARA	106 TWIN LAKES ELEMENTARY	
TAYLOR	KATHLEEN	PARA	106 TWIN LAKES ELEMENTARY	
THORTON	MARIANNE	SCHOOL CLERICAL	106 TWIN LAKES ELEMENTARY	
WILHITE	JOYCE	SWD PARA	106 TWIN LAKES ELEMENTARY	
ADAMS	JONNI	CUSTODIAL PERSONNEL	201 LAKELAND JUNIOR HIGH	
AUSBURN	MARGARET	CUSTODIAL PERSONNEL	201 LAKELAND JUNIOR HIGH	
BASH	JENNIFER	BI-SWD PARA	201 LAKELAND JUNIOR HIGH	

Last Name	First	Assignment	Building	
COOPER	WYATT	HEAD CUSTODIAN	201 LAKELAND JUNIOR HIGH	
DEXTER	GINELLE	LIBRARY / SCHOOL CLERICAL	201 LAKELAND JUNIOR HIGH	
GONCALVES	KRISTI	SWD PARA	201 LAKELAND JUNIOR HIGH	
HENDRICKSON	WANDA	SWD PARA	201 LAKELAND JUNIOR HIGH	
HERBST	JENNIFER	SWD PARA / CROSSING GUARD	201 LAKELAND JUNIOR HIGH	
HUFF	SHERRY	SWD PARA	201 LAKELAND JUNIOR HIGH	
KACSO	TRACI	BI-SWD PARA	201 LAKELAND JUNIOR HIGH	
LEWELLEN	WHITNEY	BI-SWD PARA	201 LAKELAND JUNIOR HIGH	
LYMAN	MARGARET	BI-SWD PARA	201 LAKELAND JUNIOR HIGH	
SCHELL	SHARON	ADMINISTRATIVE ASSIST	201 LAKELAND JUNIOR HIGH	
STIRN	RACHEL	ADMINISTRATIVE ASSIST	201 LAKELAND JUNIOR HIGH	
TARTER	JANICE	BI-SWD PARA	201 LAKELAND JUNIOR HIGH	
WORTHY	MELINDA	SWD PARA	201 LAKELAND JUNIOR HIGH	
WYROSKI	GAIL	SWD PARA	201 LAKELAND JUNIOR HIGH	
BEATON	NATALIE	SWD PARA	202 TIMBERLAKE JR HIGH	
DONAHUE	EDMUND	HEAD CUSTODIAN	202 TIMBERLAKE JR HIGH	
JOHNSON	BLAINE	DETENTION AIDE	202 TIMBERLAKE JR HIGH	
JOHNSON	BRYCE	SWD PARA	202 TIMBERLAKE JR HIGH	
MCGRATH	LYNN	ADMINISTRATIVE ASSIST	202 TIMBERLAKE JR HIGH	
MCMILLEN	RAELEEN	SWD PARA	202 TIMBERLAKE JR HIGH	
MILLER	DONITA	SWD PARA	202 TIMBERLAKE JR HIGH	
NEUBERGER	KEITH	CUSTODIAL PERSONNEL	202 TIMBERLAKE JR HIGH	
QUINTANA	ALICIA	BI-SWD PARA	202 TIMBERLAKE JR HIGH	
RETTSTATT	TERESA	CUSTODIAL PERSONNEL	202 TIMBERLAKE JR HIGH	
SIMONSEN	LISA	BI-SWD PARA	202 TIMBERLAKE JR HIGH	
URBIHA	DAWN	ADMINISTRATIVE ASSIST	202 TIMBERLAKE JR HIGH	
WIRTH	MELANIE	LIBRARY ASSISTANT	202 TIMBERLAKE JR HIGH	
BILSKI	SUMMER	SWD PARA	301 LAKELAND SENIOR HIGH	
BROWNING	TOMIA	SWD PSC	301 LAKELAND SENIOR HIGH	
BRUMBAUGH	MELISSA	PARA	301 LAKELAND SENIOR HIGH	
COX	MEGAN	ATHLETIC TRAINER	301 LAKELAND SENIOR HIGH	

Last Name	First	Assignment	Building	
FORTIN	AMY	SWD PSC	301 LAKELAND SENIOR HIGH	
FRANTZ	TIMOTHY	BI-SWD PARA	301 LAKELAND SENIOR HIGH	
FUHRIMAN	MARTHA	ADMINISTRATIVE ASSIST	301 LAKELAND SENIOR HIGH	
GILMORE	JORDON	CUSTODIAL PERSONNEL	301 LAKELAND SENIOR HIGH	
GLASS	WALTER	CUSTODIAL PERSONNEL	301 LAKELAND SENIOR HIGH	
HOWARD	CATHERINE	SWD PARA	301 LAKELAND SENIOR HIGH	
HUTCHISON	ELIZABETH	SWD PARA	201 LAKELAND JUNIOR HIGH	
JOHNSON	WHITNEE	PARA / CROSSING GUARD	301 LAKELAND SENIOR HIGH	
KLINE	SHANNON	SWD PARA	301 LAKELAND SENIOR HIGH	
MANLEY	BRITTNEY	ADMINISTRATIVE ASSIST	301 LAKELAND SENIOR HIGH	
MAYERNIK	MAGGIE	BIC/ADMINISTRATIVE ASSIST	301 LAKELAND SENIOR HIGH	
MCBRIDE	GARY	CUSTODIAL PERSONNEL	301 LAKELAND SENIOR HIGH	
MOEDE	AUDRY	CUSTODIAL PERSONNEL	301 LAKELAND SENIOR HIGH	
PAGE-HILBERT	JAMIE	BI-SWD PARA	301 LAKELAND SENIOR HIGH	
PAQUETTE	CARRIE	COLLEGE/CAREER ADV	301 LAKELAND SENIOR HIGH	
PECK	CYNTHIA	ADMINISTRATIVE ASSIST	301 LAKELAND SENIOR HIGH	
PENZKOVER	ANGIE	SWD PARA	301 LAKELAND SENIOR HIGH	
REL	NORA	BI-SWD PARA / B.A.S.E AIDE	301 LAKELAND SENIOR HIGH	
SHUTE	JENIFER	ADMINISTRATIVE ASSIST	301 LAKELAND SENIOR HIGH	
SLEIGH	BARBARA	CUSTODIAL PERSONNEL	301 LAKELAND SENIOR HIGH	
TURMAN	KELLY	PARA	301 LAKELAND SENIOR HIGH	
WILLIS	RANDY	HEAD CUSTODIAN	301 LAKELAND SENIOR HIGH	
ZUKOWSKI	VANESSA	PARA	301 LAKELAND SENIOR HIGH	
AKINS	NICOLE	ADMINISTRATIVE ASSIST	401 TIMBERLAKE SR HIGH	
BOREN	JO	LIBRARY ASSISTANT	401 TIMBERLAKE SR HIGH	
CARTER	SARAH	COLLEGE/CAREER ADV	401 TIMBERLAKE SR HIGH	
HAMMOND	JENNIFER	SWD PARA	401 TIMBERLAKE SR HIGH	
JAMES	DANE	TECHNOLOGY SPECIALIST	401 TIMBERLAKE SR HIGH	
JUDD	JANICE	CUSTODIAL PERSONNEL	401 TIMBERLAKE SR HIGH	
LEWIS	ALTON	CUSTODIAL PERSONNEL	401 TIMBERLAKE SR HIGH	
PITMAN	KEZIAH	CUSTODIAL PERSONNEL	401 TIMBERLAKE SR HIGH	
PLUNKETT	RUTH	CUSTODIAL PERSONNEL	401 TIMBERLAKE SR HIGH	

Last Name	First	Assignment	Building	
RICE	HARLAN VANCE	HEAD CUSTODIAN	401 TIMBERLAKE SR HIGH	
ROSTEGE	AKILYN	ADMINISTRATIVE ASSIST	401 TIMBERLAKE SR HIGH	
SAWLEY	DEBORA	CUSTODIAL PERSONNEL	401 TIMBERLAKE SR HIGH	
SOUMAS	JAMIE	BIC/ADMINISTRATIVE ASSIST	401 TIMBERLAKE SR HIGH	
UCHYTIL	TOERY	PARA	401 TIMBERLAKE SR HIGH	
VICE	PEGGY	SWD PARA	401 TIMBERLAKE SR HIGH	
VICKERS	LETITIA LYNN	SWD PARA	401 TIMBERLAKE SR HIGH	
WALLACE	KIMBERLY	LIBRARY ASSISTANT	401 TIMBERLAKE SR HIGH	
WALLS	ANTHONY	ATHLETIC TRAINER	401 TIMBERLAKE SR HIGH	
WEAVER	TAMARA	ADMINISTRATIVE ASSIST	401 TIMBERLAKE SR HIGH	
BENSON	JIMMY	SWD PARA	491 MT VIEW ALTERNATIVE SCHOOL	
CARR	LARA	ADMINISTRATIVE ASSIST	491 MT VIEW ALTERNATIVE SCHOOL	
DESMARAIS	DENNIS	CUSTODIAL PERSONNEL	491 MT VIEW ALTERNATIVE SCHOOL	
SIMONSEN	THOMAS	CUSTODIAL PERSONNEL	491 MT VIEW ALTERNATIVE SCHOOL	
ASHURST	KELVIN	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
BAKER	DENISE	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
BARE	MARK	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
CAREY	SARAH	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
CLARK	RUTH	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
CLARY	TODD	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
DANNENBERG	KENT	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
DEHNERT	JESSICA	PUPIL TRANSPORATION ASST SUPER	500 TRANSPORTATION	
DURTSCHI	SUSAN	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
FLORES	YSIDRO	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
FRITZSCHE	LISA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
GINTER	BRIAN	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
GOLDEN	RAYMOND	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
GOTREAU	TECKLA	PUPIL TRANS DISPATCH/ADMIN ASSTS	500 TRANSPORTATION	
HEITSTUMAN	RODNEY	PUPIL TRANS - MECHANICS	500 TRANSPORTATION	
HEITSTUMAN	SUSAN	PUPIL TRANS - BUS ASSISTANT / CUSTODIAL	500 TRANSPORTATION	
HERZOG	TIMOTHY	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	

Last Name	First	Assignment	Building	
HOWELL	AMANDA	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
KING	SHAWNA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
LARSEN	NANCY	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
LEWIS	CONNIE	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
MACBRIDE	CARRIE	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
MARKS	LISA	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
RARDIN	HENRIETTA	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
REAVES	SANDRA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
REED	PATRICIA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
REES	JAMES	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
RICE	DEE ANN	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
RUCKER	PAULA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SAPUTSKI	ELIZABETH	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SAWYER	KIM	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SNIJDER	TERESA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SOMERSHOE	ANITA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SOMMERS	MOLLIE	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
STEWART, JR	RALPH	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
SWITZER	TERRY	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
TANNER	DIANA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
THOMPSON	CHARITY	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
THORESON	ROBERT	PUPIL TRANS - MECHANICS	500 TRANSPORTATION	
WENDTE	MICHAELLYNN	PUPIL TRANS - BUS ASSISTANT	500 TRANSPORTATION	
WENDTE	RICHARD	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
WOLFE	CHARLES	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
WOLFGANG	MARK	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
WOOLLEY	TRINA	PUPIL TRANS - BUS DRIVERS	500 TRANSPORTATION	
ANDERSON	CHRISTINE	MAINTENANCE WORKERS	700 MAINTENANCE	
BILSKI	CHRISTOPHER	CUSTODIAN SUPERVISOR	700 MAINTENANCE	
DAVIS	CHARLES	MAINTENANCE WORKERS	700 MAINTENANCE	
DAVIS	REBEKAH	MAINTENANCE WORKERS	700 MAINTENANCE	
GRAF	JONATHAN	MAINTENANCE WORKERS	700 MAINTENANCE	

Last Name	First	Assignment	Building	
HARVEST	KENNETH	MAINTENANCE WORKERS	700 MAINTENANCE	
HILL	DAVID	MAINTENANCE WORKERS	700 MAINTENANCE	
HOWELL	SHANNA	MAINTENANCE WORKERS	700 MAINTENANCE	
JOHNSON	SHAWN	MAINTENANCE WORKERS	700 MAINTENANCE	
PENTON	MARK	MAINTENANCE WORKERS	700 MAINTENANCE	
ST. MARK	SHANE	MAINTENANCE WORKERS	700 MAINTENANCE	
BEATON	ANNETTE	ACCOUNTS PAYABLE SPECIALIST	DISTRICT OFFICE	
BENDEL	TABRESHA	TECH DEPT ADMINISTRATIVE ASSIST	DISTRICT OFFICE	
GALYEN	PAUL	SECURITY TECHNOLOGY SPECIALIST	DISTRICT OFFICE	
HATCHER	JOHN	SECURITY PERSONNEL	DISTRICT OFFICE	
HETZLER	ROBERT	TECHNOLOGY SPECIALIST	DISTRICT OFFICE	
HOGAN	MIKELL	SECURITY PERSONNEL	DISTRICT OFFICE	
KELLEY	MEGAN	SWD PARA	DISTRICT OFFICE	
MCDANIEL	SHEA	SWD ADMIN ASST	DISTRICT OFFICE	
RICHARDSON	CALEB	TECHNOLOGY SPECIALIST	DISTRICT OFFICE	
ROBINSON	DANIELLE	HUMAN RESOURCES ASSISTANT	DISTRICT OFFICE	
SHANNON	KAITLYN	INTERPRETER - HEARING IMPAIRED	DISTRICT OFFICE	
SMITH	KAMI	INTERPRETER - HEARING IMPAIRED	DISTRICT OFFICE	
TURNER	JENNIFER	SLP - CLASSIFIED	DISTRICT OFFICE	
ALLPHIN	CONNIE	B.A.S.E. PROGRAM		
BOCKIE	BRIDGETTE	B.A.S.E. PROGRAM / NOON DUTY		
CENTER	STEPHANIE	B.A.S.E. PROGRAM		
COLEMAN	BECCA	B.A.S.E. PROGRAM		
FLASCH	KIMBERLY	B.A.S.E. PROGRAM / NOON DUTY		
FLETCHER	JILL	B.A.S.E. PROGRAM		
HARRIS	KIMBERLY	B.A.S.E. PROGRAM		
KEYS	KATELYN	B.A.S.E. PROGRAM		
PARSON	CASSANDRA	B.A.S.E. PROGRAM		
WILT	CORA	B.A.S.E. PROGRAM		
WOOD	ALEXIS	B.A.S.E. PROGRAM		

Election

Elections conducted on behalf of the District are non-partisan elections governed by the election laws of the State of Idaho and include the election of Board members, various public policy propositions, and advisory questions.

Board elections shall be held on the third (3rd) Tuesday in May in odd-numbered years. Any person legally qualified to hold the position of school trustee may file a declaration of candidacy for the office. The declaration must include the name of the candidate, the term for which declaration of candidacy is made, and include the signatures of not less than five (5) school district electors residing in the trustee zone of which the candidate seeks election. Such declaration must be filed with the clerk of the school district not later than 5:00 p.m. on the ninth Friday preceding the day of the election for the subject trustee position. Any person seeking to become a write-in candidate must file a declaration of intent with the clerk of the political subdivision not later than forty-five (45) days before the election date.

If, after expiration of the date for filing written nominations, it appears that only one (1) qualified candidate has been nominated for a position or if only one (1) candidate has filed a write-in declaration of intent, no election shall be held for that position, and the Board or the Clerk with the written permission of the Board, shall declare such candidate elected as a trustee. The Clerk shall immediately prepare and deliver to the person a certificate of election signed by him bearing the seal of the District. All other scheduled trustee elections will move forward under the regular procedures.

In each trustee zone, the person receiving the greatest number of votes cast within his zone shall be declared by the Board of Trustees as the trustee elected from that zone.

If any two (2) or more persons have an equal number of votes in any trustee zone and a greater number than any other nominee in that zone, the Board of Trustees shall determine the winner by a toss of a coin.

Legal Reference:	§ I.C. 33-401	Legislative Intent
	§ I.C. 33-501	Board of Trustees
	§ I.C. 33-502	Declaration of candidacy for trustees
	§ I.C. 33-502B	Board of Trustees – One nomination – No election.
	§ I.C. 33-503	Election of Trustees – Uniform Date
	§ I.C. 34-1404	Declaration of Candidacy
	§ I.C. 34-1407	Write-in Candidates

Policy History:

Adopted on: August 13, 2007
Revised on: October 10, 2011

THE BOARD OF TRUSTEES

1110

Elections

Elections conducted on behalf of the District are nonpartisan elections governed by the election laws of the State of Idaho and include the election of Board members, various public policy propositions, and advisory questions.

Board Trustee elections shall be held on the first Tuesday following the first Monday in November in odd-numbered years. Board elections shall be held on the third (3rd) Tuesday in May in odd-numbered years. Any person legally qualified to hold the position of school trustee may shall file a declaration of candidacy with the clerk's office of the county or counties in which their zone lies. The declaration must include the name of the candidate, the term for which declaration of candidacy is made, and have include the signatures of not less than five (5) school district electors residing in the trustee zone of which the candidate seeks election. Such declaration must be filed with the clerk of the school district not later than 5:00 p.m. on the ninth Friday preceding the day of the election for the subject trustee position. Any person seeking to become a write-in candidate must file a declaration of intent with the clerk's office of the county or counties in which their zone lies of the political subdivision not later than forty-five (45) days before the election date and include the signatures of not fewer than five (5) school district electors residing in the trustee zone of which the candidate seeks election.

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In each trustee zone, the person receiving the greatest number of votes cast within his zone shall be declared by the Board of Trustees as the trustee elected from that zone.

If any two (2) or more persons have an equal number of votes in any trustee zone and a greater number than any other nominee in that zone, the Board of Trustees shall determine the winner by a toss of a coin.

Legal Reference: § I.C. 33-401	Legislative Intent
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§ I.C. 33-502	Declaration of candidacy for trustees
§ I.C. 33-502B	Board of Trustees – One nomination – No election.
§ I.C. 33-503	Election of Trustees – Uniform Date
§ I.C. 34-1404	Declaration of Candidacy

Policy History:

Adopted on: August 13, 2007

Revised on: October 10, 2011

Revised on:

High School Graduation Requirements

The Board shall award a regular high school diploma to every student enrolled in the District who meets the requirements of graduation established by the District. The official transcript will indicate the specific courses taken and level of achievement.

The Board shall establish graduation requirements which, as a minimum, satisfy those established by the Board of Public Education (IDAPA 08.02.03.107). Generally, any change in graduation requirements promulgated by the Board will become effective for the next class to enter ninth grade. Exceptions to this general rule may be made where it is determined by the Board that the proposed change in graduation requirements will not have a negative effect on students already in grades nine through twelve (9-12). The Board shall consider and vote on whether to approve graduation requirements as recommended by the Superintendent.

Effective with the graduating class of 2006, all students will show proficiency on the Idaho Standards Achievement Test (ISAT) as defined by State Board rules in order to graduate. (IDAPA 08.02.03.105.02). An “eligible” student who does not attain at least a proficient score prior to graduation may appeal to this Board for relief from the ISAT proficiency requirement. At the discretion of the local school board, said student may be given an opportunity to demonstrate proficiency of the achievement standard through the “Secondary Route to Graduation”..

A student who possesses a disabling condition shall satisfy those competency requirements which are incorporated into the individualized education program (“IEP”). Satisfactory completion of the objectives incorporated into the IEP shall serve as the basis for determining completion of a course.

A student may be denied participation in graduation ceremonies. Such exclusion shall be regarded as a school suspension. In such instances, the diploma will be awarded after the official ceremony has been held.

Legal Reference: IDAPA 08.02.03.105 Graduation from High School
 IDAPA 08.02.03.107 High School Graduation Standards (Effective July 1, 2000)
 IDAPA 08.02.01.250.02 Required Attendance

Policy History:

Adopted on: August 13, 2007

Revised on:

Prior Policy: VI(T) – Graduation Requirements.

INSTRUCTION

2700

High School Graduation Requirements

The Board shall award a regular high school diploma to every student enrolled in the District who meets the requirements of graduation established by the District. The official transcript will indicate the specific courses taken and level of achievement.

The Board shall establish graduation requirements which, as a minimum, satisfy those established by the Board of Public Education (~~IDAPA 08.02.03.107~~). Generally, any change in graduation requirements promulgated by the Board will become effective for the next class to enter ninth grade. Exceptions to this general rule may be made where it is determined by the Board that the proposed change in graduation requirements will not have a negative effect on students already in grades nine (9) through twelve (12). The Board shall consider and vote on whether to approve graduation requirements as recommended by the Superintendent.

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A student may be denied participation in graduation ceremonies. Such exclusion shall be regarded as a school suspension. In such instances, the diploma will be awarded after the official ceremony has been held.

Current specific graduation requirements can be found in 2700P.

Cross References:	§ 2435	Advanced Opportunities
	§ 2440	Alternative Credit Options
	§ 2700P	High School Graduation Requirements

Legal Reference:	I.C. § 33-4601, et seq.	Advanced Opportunities
	IDAPA 08.02.03.105	Graduation from High School
	IDAPA 08.02.03.107	High School Graduation Standards
	(Effective July 1, 2000)	

IDAPA 08.02.01.250.02

Required Attendance

IDAPA 08.02.01.350

Early Graduation

Policy History:

Adopted on: August 13, 2007

Revised on:

Prior Policy: VI(T) – Graduation Requirements.

2700-1 (ISBA 1/05 UPDATE)

High School Graduation Requirements

Publication of Graduation Requirements

Prior to registering for high school, each student will be provided with a copy of the current graduation requirements. Graduation requirements shall also be included in the student handbook.

Credits

Students shall be expected to earn a total of 48 semester credits (**Note: A minimum of 46 semester credits (1 semester equaling ½ year) is required**) in order to complete graduation requirements. Special education students who have successfully completed their IEP leading to completion of high school will be awarded a diploma.

The core of instruction is 29 semester credits and includes the following:

Secondary Language Arts and Communication		9 credits
English (language study, composition, literature)	8 credits	
Speech or Debate	1 credit	

Mathematics		6 credits*
Algebra I (or meets Algebra I standards)	2 credits	
Geometry (or meets Geometry standards)	2 credits	
Secondary Mathematics of the student’s choice	2 credits	

*(Two credits must be taken in the last year of high school in which the student intends to graduate unless the student has:

1. Earned 8 or more high school credits of mathematics that include Algebra II or higher level of mathematics before their senior year; and
2. Has completed 6 or more high school math credits prior to the fall of their last year of high school, including 2 semesters of an Advanced Placement or dual credit Calculus or higher level course

For the purposes of this procedure, the last year of high school shall include the summer preceding the fall start of classes. Students who return to school during the summer or the following fall of the next year for less than a full schedule of courses due to failing to pass a course other than math are not required to retake a math course as long as they have earned six credits of high school level mathematics.

Dual credit engineering and computer science courses aligned to the state standards for grades 9 through 12, including AP Computer Science and dual credit computer Science courses may be counted as a mathematics credit if the student has completed Algebra II (or equivalent integrated mathematics) standards.

**Students who choose to take Computer Science and Dual Credit Engineering may not concurrently count such courses as both a mathematics and science credit*

Science

Secondary Science 6 credits*
*(4 credits shall be laboratory sciences)

Up to 2 credits in dual credit engineering and computer science courses aligned to the state standards for grades 9 through 12, including AP Computer Science, Dual Credit Computer Science, may be used as science credits.

**Students who choose to take computer science and Dual Credit Engineering may not concurrently count such courses as both a mathematics and science credit.*

Social Studies 5 credits
Government 2 credits
US History 2 credits
Economics 1 credit

Arts and Humanities 2 credits
Interdisciplinary humanities, visual and performing arts, or Foreign language

Health/Wellness 1 credit
Each student shall receive a minimum of 1 class period on psychomotor cardiopulmonary resuscitation (CPR) training as outlined in the American Heart Association (AHA) Guidelines for CPR to include the proper utilization of an automatic external defibrillator (AED) as part of the Health/Wellness course.

In addition to the 29 required credits, students will need to take 19 elective credits. Students participating in one season in any sport recognized by the Idaho High School Activities Association or club sport recognized by the District, or 18 weeks of a sport recognized by the District may choose to substitute participation for up to one credit of physical education.

Middle School Credit

If a middle school student completes any required high school course with a grade of C or higher before entering the 9th grade, and if that course meets the same standards that are required in high school and the course is taught by a teacher certified to teach high school content, then the student has met the high school content area requirement for such course. The student shall be given a grade for the successful completion of that course and such grade and the number of credit hours assigned to the course shall be transferred to the

student's high school transcript and the student's parent or guardian shall be notified in advance when credits are going to be transcribed. However, the student's parent or guardian may elect to not have the credits and grade transferred to the student's high school transcript. The student still must complete the required number of credits in all high school core subjects identified above in addition to the courses completed in middle school, unless the student is a participant in the 8 in 6 Program.

College Entrance Examination

A student must take one of the following college entrance or placement examinations before the end of the student's 11th grade year: ACT or SAT.

A student may elect an exemption in their 11th grade year from the college entrance exam requirement if the student is:

1. Enrolled in a special education program and has an Individual Education Plan that specifies accommodations not allowed for a reportable score on the approved tests;
2. Enrolled in a Limited English Proficient program for three academic years or less;
3. Enrolled for the first time in grade 12 at an Idaho high school after the spring statewide administration of the college entrance exam; or
4. Eligible to take an alternative assessment. In this case the student may instead take the ACCUPLACER placement exam during their senior year.

A student who misses the statewide administration of the college exam during the student's 11th grade year may instead take the examination during his or her 12th grade year if the student:

1. Transferred to an Idaho school district during his or her 11th grade year;
2. Was homeschooled during his or her 11th grade year; or
3. Missed the spring statewide administration of the college entrance exam for a documented medical reason.

Senior Project

A student shall complete a senior project that includes a written report and oral presentation by the end of grade 12. Senior projects may be multi-year projects, group or individual projects, or approved pre-internship or school to work internship programs at the discretion of the District. The project must include elements of research, development of a thesis using experiential learning or integrated project based learning experiences, and a presentation of the outcome.

Additional requirements for the senior project are the discretion of the District.

Completion of a postsecondary certificate or degree at the time of high school graduation or an approved pre-internship or internship program may be used to satisfy this requirement.

Idaho Standards Achievement Tests (ISAT)

In addition to obtaining the necessary credits as outlined above, a student will take the Idaho Student Achievement Test (ISAT) as defined by State Board of Education rules.

Civics Test

All secondary students must successfully pass the civics test or an alternate path as determined by the LEA. "Civics test" as used herein means the 100 questions used by officers of the United States Citizenship and Immigration Services as a basis for selecting the questions posed to applicants for naturalization.

Any student who participates in a United States Government and Politics course and an associated college credit-bearing examination shall be deemed to have met this requirement.

The LEA will determine the method and manner in which to administer the civics test. A student may take the civics test, in whole or in part, at any time after enrolling in grade 7 and may repeat the test as often as necessary to pass the test. The LEA will document on the student's transcript that the student has passed the civics test.

The applicability of this requirement for students who receive special education services will be governed by the student's Individualized Education Plan.

Waiver of Requirement

Graduation requirements generally will not be waived under any circumstances. However, in rare and unique hardship circumstances, the principal may recommend, and the Superintendent may approve, minor deviations from the graduation requirements.

Alternative Programs

Credit toward graduation requirements may be granted for planned learning experiences from accredited programs, such as summer school, college and university courses, correspondence courses, and online/virtual courses.

Credit for work experience may be offered when the work program is a part of and supervised by the school. All classes attempted and all acceptable transfer credits shall be recorded on the transcript. All grades earned, including failures and retakes, shall be recorded as such and utilized in the calculation of Grade Point Average (GPA) and class rank. Credit shall be awarded only once regardless of repetition of the course.

Honor Roll

A student must have a minimum GPA of 3.5 to be placed on the honor roll. Specific information regarding honors at graduation is included in the student handbook.

Class Rank (GPA)

Class rank is compiled from semester grades. Courses not eligible for GPA are designated with an asterisk on the report card.

Early Graduation or Flexible Schedule

A student may, at the student's option and upon notification to the student's school, be relieved from completing their remaining high school graduation requirements and apply for a flexible schedule or graduate early if the student:

1. Is at least 16 years of age;
2. Maintains a cumulative 3.5 grade point average;
3. Obtains permission from a parent/guardian, if under the age of 18;
4. Achieves a college and career readiness score;
5. Files the following with school:
 - A. Notification of their intent to take a flexible schedule OR graduate early;
 - B. The student's participation portfolio; and
 - C. An essay of at least one page explaining why the student wishes to have a flexible schedule which must include the future plans using the flexible schedule OR early graduation;
6. Completes the following:
 - A. The required civics test;
 - B. The economics credit, government credits, and senior project required to graduate. A student's senior project may describe the student's experience in achieving a college and career readiness score and a detailed explanation of the student's future plan.

Students eligible for a flexible schedule may be relieved from high school graduation requirements in order to:

1. Take elective courses, career technical education programs, or college courses selected by the student which are available within the District;
2. Participate in apprenticeships or internships;
3. Act as a tutor at any grade level; or
4. Engage in such other activities identified by the Board.

A student who is granted a flexible schedule must adhere to the plan submitted to the school as a part of their eligibility. Students who are under 18 may modify their plan with the approval of the student's parent/guardian.

The Superintendent is authorized to create any procedures necessary to assist students to achieve early graduation or flexible schedules as well as create incentives for participation in any early graduation program. Students who opt for a flexible schedule may apply for Advanced Opportunities funding. Existing programs providing incentives to complete coursework early are described in Policy 2435 Advanced Opportunities.

Procedure History:

Promulgated on:

Revised on:

Reviewed on

