

Salem-Keizer School Board
Support Services Center – Room 2
2575 Commercial Street SE
Salem, Oregon 97302



AGENDA

August 9, 2016

Note: Signup sheets are available prior to the meeting if you wish to speak; please keep comments to three minutes. This meeting may be taped and televised by the media. If you have questions regarding the agenda, please contact Executive Administration at 503-399-3001.

6:00 PM - REGULAR MEETING

CALL TO ORDER Pledge of Allegiance, Roll Call, Agenda Modifications

Chairperson

1. **SPOTLIGHT ON SUCCESS**

Superintendent Perry

On hiatus for the summer.

2. **AUDIENCE COMMUNICATIONS**

Patrons

a. Audience. (testimony related to agenda items only)

3. **ACTION**

Chairperson

a. *Revisions to Board Policy – EL-5 – Staff Compensation and Professional Development.

4. **ADOPTION OF CONSENT CALENDAR**

Chairperson

(All items adopted by a single motion unless pulled for consideration)

a. *Adoption and Appropriation of Grant Budgets.
b. *Personnel Actions.

5. **READINGS**

Chairperson

a. *Amendment to the Superintendent's Contract
b. *Revisions to Board Policy – EL-1 – Global Executive Constraint

6. **REPORTS**

Superintendent Perry

a. *Monitoring Report: EL-1 – Global Executive Constraint.
b. *Monitoring Report: EL-2 – Emergency Superintendent Succession.

7. **INFORMATION** (These items are information only unless pulled for individual consideration)

Chairperson

a. *2016-17 Upcoming School Board and Budget Committee Meetings.

8. **AUDIENCE COMMUNICATIONS**

Patrons

a. Audience. (testimony on non-agenda items)

9. **BOARD REPORT ON ACTIVITIES**

School Board

(Board Directors share highlights on recent activities of their assigned committees)

10. **SUPERINTENDENT'S COMMENTS**

Superintendent Perry

11. **ADJOURNMENT.**

Meetings preceding and/or following the Regular Board Meeting:

6:30 PM **EXECUTIVE SESSION – Room 2**

To consult with Counsel concerning the legal rights and duties of a public body regarding current litigation or litigation likely to be filed pursuant to ORS 192.660 (2)(h) and To consider records that are exempt from public disclosure pursuant to ORS 192.660 (2)(f).

ACTION

3.a.

August 9, 2016

REVISIONS TO BOARD POLICY

Background/Discussion:

At the June 28, 2016, work session the School Board discussed revising EL-5 – Staff Compensation and Professional Development. The policy is attached and the suggested revision is marked with the new language underlined.

Board Action:

These revisions were presented to the School Board for a first reading on July 12, 2016 and are now being presented for action.

Staff Compensation and Professional Development

(New Language is underlined and deleted language is ~~struck through~~)

With respect to employment compensation and benefits for employees, the Superintendent shall not cause or allow jeopardy to the fiscal integrity or public image of the district.

Accordingly, the Superintendent shall not:

1. Change his or her own compensation or benefits.
2. Promise or imply employment, to any person, in a manner that is outside of the District's established process or statutory requirements.
3. Create obligations over a longer term than revenues can prudently be projected.
4. Change the percentage increase used for step increases on employee salary schedules without approval by the School Board.
5. Fail to develop and implement salary schedules and pay plans for employees.
6. Fail to develop and implement compensation and professional development plans to attract and retain highly qualified staff.

Monitoring Method: Internal Report
Monitoring Frequency: Annually

ADOPTION AND APPROPRIATION OF GRANT BUDGETS

Background/Discussion:

Grant funds for special projects, which are consistent with District goals and objectives, are recognized as desirable funding sources. Each year millions of dollars in grant fund budgets are submitted to the School Board for approval.

G17VP Preschool Promise **\$424,531**
Student Services

Preschool Promise program will provide our District with the ability to serve an additional 40 pre-k students in high poverty, highly impacted elementary school attendance areas in Salem-Keizer School District. This is a full day program, which will be housed at Bethel and Baker schools. A significant number of these students will be English Language Learners. These funds will go towards staffing, professional development, and supplies.

Funding breakdown:

Instructional	\$377,522
Support	\$25,221
Community	\$0
Overhead	\$21,788

Funding Source: Early Learning Hub

G17HC College Access Challenge Grant **\$25,530**
Secondary Education

These funds will be used for a precollege enrichment program to prepare students academically to succeed in post-secondary education.

Funding breakdown:

Instructional	\$24,204
Support	\$0
Community	\$0
Overhead	\$1,326

Funding Source: Oregon – Office of Student Access and Completion

G16Q9 Farm to School Oregon Processed/Grown Food Grant **\$182,946**
Food Services

Senate bill 501 (announced as HB 2721) directs the Oregon Department of Education to award funds to school districts in Oregon for reimbursement of costs incurred in purchasing Oregon grown and process food and for funding food-based, agriculture-based and food based educational opportunities.

Funding breakdown:

Instructional	\$0
Support	\$0
Community	\$182,946
Overhead	\$0

Funding Source: ODE

Per ODE instructions, funds will be recorded under general funds (not special revenue).

**G17XX ODE Summer Academy
Instructional Services**

\$6,000

The funds will be used to help support Salem-Keizer staff prepared and present at COSA with ODE School Improvement staff.

Funding breakdown:

Instructional	\$0
Support	\$5,688
Community	\$0
Overhead	\$312

Funding Source: ODE

**G162Q OPK 2015-17 Head Start One-Time Funding
Student Services**

\$101,100

These funds will be used to improve facilities at our Bethel and Baker locations. At Bethel, we will be installing a restroom to meet licensing and ratio requirements. At Baker, we will be remodeling to provide sufficient space to allow for food services.

Funding breakdown:

Instructional	\$0
Support	\$0
Facilities	\$101,100
Overhead	\$0

Funding Source: ODE

Board Action:

Staff recommends the Board adopt and appropriate the grant/contract budgets and authorize the Chief Operations Officer to enter into a contract with the organizations in the above listed grant/contract awards. Additionally, the Board is requested to authorize an inter-fund loan if necessary from the General Fund to the Special Revenue Fund for the period between program expenditures and the receipt of program reimbursement. Money so loaned will be returned to the General Fund.

PERSONNEL ACTIONS

The Superintendent recommends that the Board:

1. Authorize the execution of the necessary contract approving Lorelei Gilmore as Assistant Principal, a temporary, less-than-half-time administrator position with Alternative Education, from 07/21/16 through 09/30/16.
2. Authorize the execution of the necessary contract approving Jerimy Kelley as Assistant Principal, Athletic Director a first year probationary administrator position at McKay High School, beginning 08/1/2016.
3. Authorize the execution of the necessary contract approving Susanne Stefani as Assistant Principal, a first year probationary administrator position at McNary High School, beginning 07/21/2016.
4. Authorize the execution of the necessary contract approving Linda Myers as Coordinator of Student Access and Advancement, a first year probationary administrator position in Instructional Services, beginning 08/15/2016.
5. Authorize the execution of the necessary contracts for the employment of the following as less than half-time teachers for **2016-17**:

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
Bruce Hansen	Sprague, Mathematics (.33)	8/30/16-6/16/17	B+69	16

6. Authorize the execution of the necessary contracts for the employment of the following as temporary part-time teachers for **2016-17**:

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
Sarah Pagano	Yoshikai, Grade 3 ESOL (.50)	8/30/16-6/16/17	M+0	3

7. Authorize the execution of the necessary contracts for the employment of the following as temporary full-time teachers for **2016-17**: (* Indicates a part-time employee who has been temporarily increased to full-time)

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
*Lisa Drilling	Straub/Walker, Counselor	8/30/16-6/16/17	M+0	1
Angelica Gonzalez	TBD, Bilingual Elementary	8/30/16-6/16/17	B+0	5
Brenda Lamb	Roberts, English	8/30/16-11/23/16	M+45	6
*Helen Richardson	North, Effective Learning/Instructional Coach	8/30/16-6/16/17	M+0	14
Elizabeth Rutledge	Sprague, Science	8/30/16-11/23/16	B+0	12
Peter Sequeria	South, Mathematics	8/30/16-11/23/16	B+69	16
*Alicia Sparks	North, Social Studies	8/30/16-6/16/17	M+0	1

8. Authorize the execution of the necessary contracts for the employment of the following as first year probation part-time teachers for **2016-17**:

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
Brooke Brooks	Battle Creek, General Music (.55)	8/30/16-6/16/17	M+24	1
Rebecca Griffiths	Chapman Hill, General Music (.75)	8/30/16-6/16/17	B+45	4

9. Authorize the execution of the necessary contracts for the employment of the following as first year probation full-time teachers for **2016-17**:

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
Teresa Arcangel	Auburn, LRC	8/30/16-6/16/17	M+0	4
Steven Atkinson	Sprague, Advanced Mathematics	8/30/16-6/16/17	M+45	14
Karen Berry	Student Services, Autism Consultant	8/30/16-6/16/17	B+0	8
Jessica Boland	McKinley, Grade 4 ESOL	8/30/16-6/16/17	M+0	11
Benjamin Busch	McNary, Science	8/30/16-6/16/17	M+0	4
Alicia Caito	Student Services, Health Nurse	8/30/16-6/16/17	B+0	13
Peter Fallaw	Roberts, English	8/30/16-6/16/17	M+45	16
Byron Fuentes	TBD, Bilingual Elementary	8/30/16-6/16/17	B+24	5
Casey Gill	McKay, English	8/30/16-6/16/17	M+0	5
Heidi Hunsucker	Hoover, General Music	8/30/16-6/16/17	B+0	4
Nicole Huth	Richmond, Counselor	8/30/16-6/16/17	M+0	4
Katherine Johnson	Hallman/Swegle, General Music/Band	9/13/16-6/16/17	B+24	3
Katey Keady	Yoshikai, Kindergarten	8/30/16-6/16/17	B+69	5
Christina Laramie	McKinley, Grade 5 ESOL	8/30/16-6/16/17	B+0	1
Michaelene Larson	Weddle, Grades 4-5 ESOL	8/30/16-6/16/17	M+0	5
Jason Leighton	Waldo, Industrial Technology	8/30/16-6-16-17	B+0	10
Jeremy Lewis	North, Science	8/30/16-6/16/17	M+0	5
Justin Lindemann	McNary, English	8/30/16-6/16/17	M+0	10
Kristin Locke	Liberty, EGC	8/30/16-6/16/17	M+0	1
Matthew Markle	McKay, Health/Physical Education	8/30/16-6/16/17	M+0	9
Mary Alice McCann	Sprague, Orchestra	8/30/16-6/16/17	M+45	17
Krysta Miller	Cesar Chavez, Grade 2	8/30/16-6/16/17	B+0	2
Sheila Muller	Harritt, Grade 1 ESOL	8/30/16-6/16/17	B+0	5
Joylynn Orrico	Swegle, Grade 1 ESOL	8/30/16-6/16/17	B+0	3
Sydney Reed	Richmond, Grade 2-3 Bilingual	8/30/16-6/16/17	M+0	2
Charity Remy	Hoover/Hayesville, Speech Lang. Path.	8/30/16-6/16/17	M+45	10
Samantha Riggs	Hoover, LRC	8/30/16-6/16/17	B+0	1
Leigh Rothweiler	West, English	8/30/16-6/16/17	M+0	5
Leticia Sanchez-Pelayo	Swegle, Kindergarten Bilingual	8/30/16-6/16/17	B+0	3
Samantha Sanders	Highland/Liberty, Physical Education	8/30/16-6/16/17	M+0	2
Robert Schueller	Sprague, Business/Marketing	8/30/16-6/16/17	B+0	1
Kassandra Soll	Sumpter, Grade 4 ESOL	8/30/16-6/16/17	B+0	1
Shelley Taylor	Swegle, Kindergarten ESOL	8/30/16-6/16/17	M+0	13
Kathryn Thomas	Leslie, English	8/30/16-6/16/17	M+45	1
Adam Vasas	McKay, Health/Physical Education	8/30/16-6/16/17	M+24	11

10. Authorize the execution of the necessary contracts for the employment of the following as second year probation full-time teachers for **2016-17**:

Name	Location	Effective Date	Tentative Trng Level	Tentative Exper. Level
Jesse Dreher	Waldo, Choir	8/30/16-6/16/17	M+0	9
Vanessa Ritz	Swegle, Kindergarten ESOL	8/30/16-6/16/17	B+0	2
Eric Schmit	McNary, Mathematics	8/30/16-6/16/17	M+0	6

11. Authorize the execution of the necessary contract to approve a change of status request for Roberts Woods, English/IB English teacher at South Salem High School, from Contract to Contract Part-Time.
12. Rescind Board Action of July 12, 2016 approving Sarah Davies to a first year probation, full-time position as a Speech Language Pathologist at Student Services, effective at the beginning of the 2016-17 school year.
13. Rescind Board Action of June 14, 2016 approving David Jamieson to a temporary, full-time position as an English Language Acquisition Specialist with Instructional Services, effective at the beginning of the 2016-17 school year.
14. Rescind Board Action of July 12, 2016 approving Melissa Nordgren to a temporary, full-time position as a Kindergarten teacher at Liberty Elementary School, effective at the beginning of the 2016-17 school year.

15. The Superintendent announces the resignation of the following licensed staff members:

<u>Name</u>	<u>Reason</u>	<u>Effective Date</u>	<u>Current Assignment</u>
Danny Ceiplis	Resignation	6/30/2016	Houck, Computer Education
Teresa Goetter	Resignation	6/30/2016	Grant, Kindergarten Bilingual
Holly Jones	Resignation	6/30/2016	Cummings/Gubser, Effective Learning
Adina Lepp	Resignation	6/30/2016	Waldo, English
Kyle Mabry	Resignation	6/30/2016	McKay, Behavior Specialist
Amanda Moore	Resignation	9/26/2016	Pringle, DLC
Luke Neibling	Resignation	8/01/2016	McKay, Athletic Director
Rabecca O'Neil	Resignation	6/30/2016	Auburn, Grades 3-4 ESOL
Russell Rodgers	Resignation	6/30/2016	Houck, Social Studies/Computer Education
Bergen Rueck	Resignation	6/30/2016	Pringle, Grade 1
George Sanchez	Resignation	6/30/2016	Parrish, Behavior Specialist
Cole Samuel	Resignation	6/30/2016	Waldo, Health
Bridget Weldon	Resignation	9/15/2016	Walker, Principal
Sarah DeLong	Resignation	9/30/2016	Swegle, Grade 3 ESOL

AMENDMENT TO THE CONTRACT FOR SUPERINTENDENT CHRISTY PERRY

Background/Discussion

At the June 28, 2016, business meeting the School Board approved Superintendent Perry's employment contract. After the approval of the contract, the Board reached consensus that Board Leadership would continue the conversation regarding a competitive compensation package for the Superintendent Perry.

At the July 26, 2016, work session, the School Board had further discussion regarding the Superintendent's compensation and requested Board Leadership to recommend a competitive compensation package for the Superintendent Perry.

Board Leadership recommends the following:

- For 2016-17: \$17,000 would be added to the current base salary of 204,000 and \$14,000 added to the current \$21,000 TSA.
- For 2017-18: A cost of living would be added to the base salary (based on the amount allocated to other district administrators) and a 4% retention incentive would be paid on June 30, 2018.
- For 2018-19: The amount of the 2017-18 retention incentive would be added to the base salary along with a cost of living would be added to the base salary (based on the amount allocated to other district administrators) and a 4% retention incentive would be paid on June 30, 2019.

An amendment to the Superintendent's contract is attached.

Board Action:

This item is presented to the School Board for a first reading and will be returned for action at the September 13, 2016, meeting.

AMENDMENT
TO THE EMPLOYMENT CONTRACT BETWEEN CHRISTY PERRY
AND
THE GOVERNING BOARD OF THE SALEM-KEIZER SCHOOL DISTRICT 24J
OF MARION COUNTY, OREGON

The following constitutes an agreement between the Board of Directors and Superintendent Christy Perry as a result of the agreement to reopen language related to Section 4, Salary and Section 11, Fringe Benefits. The Board of Directors and the Superintendent have agreed to amend the Superintendent's 2016-19 employment contract as follows:

SECTION 4. SALARY

The Superintendent's current salary as of July 1, 2016 is \$204,000. For 2016-2017, \$17,000 will be added to the base salary for a total of \$221,000. This amount will be retroactive to July 1, 2016. For 2017-2018, the Superintendent's salary shall be the total salary for 2016-2017 plus the cost of living increase provided by the District to other District administrators, and a 4% retention incentive to be paid on June 30, 2018. For 2018-19, the Superintendent's salary shall be the total salary for 2017-18, plus the amount of the 2017-18 retention incentive, plus the cost of living increase provided by the District to other District administrators, and a 4% retention incentive to be paid on June 30, 2019. The Superintendent is eligible for the retention incentives under this Contract so long as she remains employed by the District on June 30th of each year. This salary rate may only be reduced by mutual agreement of the Superintendent and the School Board.

The District will pay on behalf of Superintendent the employee's contribution to the Oregon Public Employees Retirement System.

SECTION 11. FRINGE BENEFITS

Superintendent shall be entitled to participate in all fringe benefits provided other administrative employees of the District, with the exception of the Early Retirement Incentive. The Superintendent's fringe benefits shall include: (1) sick leave, emergency leave and bereavement leave; (2) Accidental death and dismemberment (AD&D) insurance in the amount of \$100,000 as under that AD&D policy established for the benefit of other administrative employees of the District; (3) disability insurance paid by the District with benefits taxable to Superintendent; (4) a District-paid contribution in the amount of \$35,000 for the 2016-17 school year and for each additional year of this contract payable into a tax-deferred annuity. The payment of contributions into the tax-deferred annuity shall be made in a lump sum in January of each school year so long as Superintendent remains employed with the District. If Superintendent terminates her employment with the district during the school year, she shall only be entitled to the pro rata portion of the annuity payment for the months of that school year she has completed. If Superintendent terminates her employment after the January annuity payment but before the end of the school year in which that annuity payment is made, Superintendent shall reimburse District the pro rata portion of the annuity payment for months that she will no longer be employed during that school year.

The Superintendent shall be allowed to defer such other portions of her salary into a tax-sheltered annuity plan of the Superintendent's choice in an amount authorized by law. The Superintendent shall be responsible for any payroll costs associated with this tax-sheltered annuity.

DISTRICT:
SALEM-KEIZER SCHOOL DISTRICT
MARION COUNTY, OREGON

SUPERINTENDENT:

By: _____
Chairperson Nancy MacMorris-Adix

Superintendent Christy Perry

APPROVED AS TO FORM

Paul A. Dakopolos, Attorney for District

REVISIONS TO BOARD POLICY

Background/Discussion:

At the summer planning meeting on July 26, 2016, the School Board reviewed all of their policies and discussed the potential of revision to EL – 1 – Global Executive Constraint.

The revision adds language describing how the Superintendent shall not knowingly cause or fail to take timely and appropriate action to correct practices which are unlawful, or in violation of commonly accepted business and professional ethics, and Board policy.

The policy is attached and the suggested revisions are marked with the new language underlined and language to be removed struck through.

Board Action:

No action is required at this time. This revision is presented for information and discussion. The Board is scheduled to take action on these revisions at the September 13, 2016, Board Meeting.

Global Executive Constraint

(New Language is underlined and deleted language is ~~struck through~~)

The Superintendent shall not knowingly cause, ~~or~~ allow, any or fail to take timely and appropriate action to correct any practice, activity, decision or organizational condition, which is unlawful, unethical, unsafe, disrespectful, imprudent, or in violation of commonly accepted business and professional ethic and practices, and Board policy. Accordingly, the Superintendent shall not:

Accordingly, the superintendent shall not:

1. Fail to set expectations around accepted business and professional ethics.
2. Fail to establish and maintain policies and procedures to ensure organizational compliance with applicable federal and state laws.
3. Fail to implement a reasonable process to address employee actions that do not meet expectations or adhere to legal requirements or District policies or procedures.

Monitoring Method: Internal Report
Monitoring Frequency: Annually

EXECUTIVE LIMITATION 1: GLOBAL EXECUTIVE CONSTRAINT

Background/Discussion:

This monitoring report was originally presented to the School Board on July 12, 2016. However, the report submitted was actually a report from 2015, which had not been updated. Staff is resubmitting a corrected EL-1 report. This is the first of twelve monitoring reports, scheduled for 2016-17 and is designed to provide the School Board with information to determine if the Superintendent is meeting the criteria established within the adopted Executive Limitations.

Executive Limitation 1: Global Executive Constraint

The Superintendent shall not cause or allow any practice, activity, decision or organizational condition which is unlawful, unethical, unsafe, disrespectful, imprudent, or in violation of commonly accepted business and professional ethic and practices, and Board policy. Accordingly, the Superintendent shall not:

1. Fail to set expectations around accepted business and professional ethics.

Evidence of compliance:

The Superintendent has set expectations around accepted business and professional ethics through administrative policy. Examples include but are not limited to: Duties of Staff (HUM-A021), Rights and Responsibilities of Staff (HUM-A020), Staff Use of Computers, Mobile Devices, Network, and Email (HUM-A003).

Evidence of non-compliance:

None

2. Fail to establish and maintain policies and procedures to ensure organizational compliance with applicable federal and state laws

Evidence of compliance:

The Superintendent has set expectations around accepted business and professional ethics through administrative policy. Examples include but are not limited to: Public Contracting for Supplies and Materials (PUR-A001), Investment of Funds (FIS-A002), Financial Management (ADM-A002), Equal Education Opportunity (ADM-A009), Compulsory Attendance for Students (INS-A010), Student Educational Records (INS-A011), and Hazing, Harassment, and Bullying – Students (INS-A003).

The District continues to conduct an independent financial audit (Grove, Mueller & Swank, PC); and we are continuing both internal and external independent performance audits to verify that actions are appropriate, lawful, and prudent.

Over the past year, we have conducted internal audits as needed through our Quality Assurance Model. No major problems were identified and minor corrections were implemented as appropriate. Our external certification audit was held in December 2015 and the District was ISO 9001 recertified.

Additionally, all staff are required to participate in an annual on-line training, which is designed to bring awareness/understanding regarding compliance issues.

Evidence of non-compliance:

None

3. Fail to implement a reasonable process to address employee actions that do not meet expectations or adhere to legal requirements or District policies or procedures.

Evidence of compliance:

District administrators, through the guidance of the Human Resources department, addresses employee actions that do not meet the expectations or adhere to legal requirements of district policies and procedures. Proactively, administrators work to ensure all employees understand policies and procedures through mandatory training and ongoing specific training with identified employee groups. The District follows employment contracts and due process for all employees while upholding ethical standards of performance. The Superintendent has a legal obligation to report issues of misconduct to Teacher's Standards and Practices Commission and an ethical obligation to report criminal misconduct to law enforcement.

Evidence of non-compliance:

None

Board Action:

This report is provided to the School Board for discussion and consensus on content.

EXECUTIVE LIMITATION 2: EMERGENCY SUPERINTENDENT SUCCESSION

Background/Discussion:

This is the second of twelve monitoring reports, scheduled for 2016-17 and is designed to provide the School Board with information to determine if the Superintendent is meeting the criteria established within the adopted Executive Limitations.

Executive Limitation 2: Emergency Superintendent Succession

In order to protect the Board and the School District in the event of sudden and unexpected loss of Superintendent services, the Superintendent shall not fail to assure that at least one other executive staff member is familiar with Board and Superintendent issues and processes and is capable of assuming Superintendent responsibilities on an emergency basis, should the need arise

Evidence of compliance:

The Superintendent has assured that Assistant Superintendent Kelly Carlisle, Executive Director John Beight and the Chief Operations Officer Michael Wolfe are familiar with and capable of assuming the responsibilities of the Superintendent on an emergency basis if the need should arise.

These individuals are present at all crucial meetings, including Board meetings, and are kept informed of key district issues. Additionally, in the event of an emergency succession, additional support would be provided by the Chief of Staff.

Evidence of non-compliance:

None.

Board Action:

This report is provided to the School Board for discussion and consensus on content.

**2016-17 UPCOMING SCHOOL BOARD AND
BUDGET COMMITTEE MEETINGS**

(Note: Meetings will be scheduled/rescheduled or canceled as needed)

All meetings will be held at 2575 Commercial Street SE in Rooms 1 or 2 unless otherwise noted.

August 9, 2016

6:00 p.m. School Board Meeting.

6:30 p.m. Executive Session – Litigation.

September 13, 2016

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

September 27, 2016

6:00 p.m. Work Session – Topic to be Determined.

October 11, 2016

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

October 25, 2016

6:00 p.m. Work Session – Topic to be Determined.

November 8, 2016

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

November 22, 2016

6:00 p.m. Work Session – Topic to be Determined.

December 13, 2016

5:00 p.m. Work Session – Topic to be Determined.

6:00 p.m. School Board Meeting.

December 27, 2016

6:00 p.m. Work Session – Topic to be Determined.