MINUTES OF BOARD BUSINESS MEETING
BOARD OF TRUSTEES, MADISON SCHOOL DISTRICT 321
November 19, 2026

Board Members present

Brian Pyper	JC Weber	Justin Egbert – excused
Holly Allen	Joe Palmer	

Also present

Randy Lords, Superintendent
Blake Snedaker, Business Manager
Travis Schwab, Assistant Superintendent

Pledge of Allegiance – Melissa Clark
Prayer – Superintendent Lords

Board Business Meeting

Board Chair Brian Pyper called the meeting to order at 7:03 pm in the Madison High School orchestra room. It was determined that a quorum was present.

Agenda

Mr. Palmer moved that the Agenda be approved as amended:
Move Item J after Item D
Ms. Allen seconded the motion, which passed unanimously.

Consent Agenda

Mr. Weber moved that the following items of the Consent Agenda be approved as amended.

Minutes: October 15, 2026 Board Business Meeting
October 15, 2026, Work Session

Checks: #85305 through #85433 and ACH9000001211 through ACH9000001260 with no voided checks.

Financial Reports: for October

Surplus Property: Buses 03-2, to be auctioned

Employment for October: Listed on pages 5-6.

The motion to ratify and approve items on the Consent Agenda was seconded by Mr. Palmer and passed unanimously.

Success Stories

The Madison High School Performing Arts department recently presented the musical, Meet Me in St. Louis. The cast delivered standout performances alongside impressive special effects.

Madison School District will again be offering holiday bonuses to all employees. The negotiated longevity bonuses will also be paid out this month.

Several lockdown drills have been successfully carried out this week at schools. We applaud the staff and their focus on safety.

Mr. Weber attended Veterans Day programs at Madison High School and Hibbard Elementary. He voiced his appreciation for the quality of the programs and the patriotic values being instilled.

The recent FFA Banquet was a great success. $16,000 was raised to help cover costs for activities and travel.

November Bonus

Ms. Allen moved that the board ratify the approval of the November bonuses for staff. Mr. Palmer seconded the motion which passed unanimously.

Mission/Vision/Branding

Superintendent Lords presented the updated district logo that included changes from the October board meeting. The brand combines images of a book, heart, graduation cap and paw print with the caption Kindness First, Literacy Focused, Future Ready. Action was tabled so Mr. Lords can first present to staff in faculty meetings over the next few weeks.

Administration Building/Construction Update

Shawn Clark from Headwaters Construction gave the board an update on the progress of the administration building. He shared photos from the prepping of groundwork up to current framing of the walls. The project is on schedule and estimated to be completed October 2027.

JRW and Associates is working on the rough draft rendering of the future transportation building.

5-10 Year District Plan

Discussion continues regarding the plan to move 5th graders back to the elementary schools, combine grades 6-8 at the junior high and have 9th graders attend the high school. School

boundaries will be realigned, and the current middle school will be used as another elementary. The board and administration are looking for ways to move forward with the plans without bonding.

Recently Mr. Lords was able to visit with legislators to share concerns about upcoming funding to support maintenance in the district.

District Strategic Plan

State code requires the district team of administration, board of trustees, teachers and community members to develop a strategic plan. Board members are invited to the Strategic Planning meeting in Pocatello on December 3–4 to integrate the district's strategic plan into the state framework. Ms. Allen and Mr. Weber plan to attend.

Scholarship Granting Organization

Scholarship Granting Organizations (SGO's) provide a way for taxpayers to donate cash toward student scholarships for tax credit. The board and district administration hoped to use our own foundation. Superintendent Lords spoke with Darin Herzoff, treasurer of the Madison Education Foundation. Mr. Herzoff expressed concern about the workload this would require for a volunteer organization. Mr. Lords is looking at joining the state SGO and will have more information for the December board meeting.

Suicide Prevention, Intervention and Postvention Policy

Madison School District is already providing support and programs, but no current suicide policy is in place. Mr. Lords presented a Suicide Prevention, Intervention and Postvention Policy draft for a first reading. Board members will consider the information over the next few weeks, and discussion will continue at the December Board Business Meeting.

ISBA Report

All Board Trustees, Mr. Lords, and Mr. Snedaker attended the Idaho School Board Association Convention held in Boise, November 4-6. The purpose of the convention is two-fold: continuing board professional development and establishing lobbyists' agenda for the upcoming legislative session. Trustees reported that the classes were beneficial and timely.

Executive Session

At 6:23 pm, pursuant to Idaho Code 74-206(b), Mr. Palmer moved that the Board go into Executive Session, seconded by Mr. Weber, for the purpose of: 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. The Board will be individually polled for their vote on the motion.

Mr. Pyper – Y Ms. Allen – Y Mr. Egbert – excused

Mr. Weber – Y Mr. Palmer – Y

At 6:25 pm, Mr. Weber moved that the Board adjourn Executive Session. The motion was seconded by Ms. Allen and passed unanimously.

ADJOURNMENT

Mr. Weber moved that the meeting be adjourned. The motion was seconded by Ms. Allen and the meeting was adjourned at 7:46 pm.

_____ _____

Clerk Board Chairman

Classified New Employees for OCTOBER 2026

Name	Position Title	Building
ALFARO, IRIS HAYDEE	AIDE NON INSTRUCTIONAL	ADAMS ELEMENTARY
ASHTON, LANAH	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
ASTON, TYLER DANIEL	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
BLACKWELL, BROGEN B	EXTRA CURRICULAR	MADISON HIGH SCHOOL
BLAKEBURN, MARY	FOOD SERVICE SUBSTITUTE	FOOD SERVICE
BOWEN, OLIVIA MELINA	PARA VIB	MADISON HIGH SCHOOL
BRADBURY, ADAM	EXTRA CURRICULAR VOLUNTEER	MADISON HIGH SCHOOL
BRADSHAW, TYLER DEAN	TRANSPORTATION DRIVER	TRANSPORTATION
BRIGGS, CINDY	PARA SUBSTITUTE	SPECIAL SERVICES
BYERS, KELLY	NON PAID INTERN	MADISON CARES
CAMARGO, GABRIELLE ROSE	PARA VIB	MADISON JUNIOR HIGH
CECIL, SANDLER	NON PAID INTERN	MADISON CARES
COMPTON, TAYLOR HOLTERMANN	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
COOPER, KELLY R	PARA TITLE 1	HIBBARD ELEMENTARY
CORDOVA, BRIANA	NON PAID INTERN	MADISON CARES
COX, JAMES L	TRANSPORTATION DRIVER	TRANSPORTATION
DE GRAW, SHAUNA	TRANSPORTATION DRIVER	TRANSPORTATION
DEAVILA, DON L	EXTRA CURRICULAR VOLUNTEER	MADISON JUNIOR HIGH
ELLSWORTH, HAILEY	NON PAID INTERN	MADISON CARES
ENDRIZZI, CHARLOTTE GRACE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
ESQUIVEL, MARK JOSEPH	TRANSPORTATION DRIVER	TRANSPORTATION
FILLMORE, KRYSTA	CUSTODIAN SUBSTITUTE	CUSTODIAL
FLUCKIGER, JACOB JOSEPH	PARA MEDICAID	MADISON JUNIOR HIGH
FREEDLAND, MADISON LYNN	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
GOFF, ELIANE D	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
GREEN, DEAN HARRY	EXTRA CURRICULAR	MADISON JUNIOR HIGH
HANSEN, MADISEN DIANE	EXTRA CURRICULAR	MADISON HIGH SCHOOL
HEWARD, AARON DEL	EXTRA CURRICULAR VOLUNTEER	MADISON HIGH SCHOOL
HICKS, ALYSSA PEARL	AIDE NON INSTRUCTIONAL	KENNEDY ELEMENTARY
HIGGINBOTHAM, DAVID NELSON	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
HILL, BENJAMIN BRUCE	CUSTODIAN SUBSTITUTE	CUSTODIAL
JOHNS, CAMMIE CASSANDRA	PARA BI	MADISON MIDDLE SCHOOL
JUDD, GARY RYAN	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
KNUDSEN, HYDEE JEAN	PARA BI	CENTRAL HIGH SCHOOL
KOHLER, REBECCA SUE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
LENNON VI, THOMAS EDWARD	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
MARTIN, SUSAN J	MADISON CARES	MADISON CARES
MCCARTHY, MARKAY REESE	AIDE NON INSTRUCTIONAL	MADISON MIDDLE SCHOOL
MERRILL, HANNAH BENNION	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
MIERA, SARAH BETHANY	PARA MEDICAID	MADISON HIGH SCHOOL
MOOSO, EMMIE FAITH	EXTRA CURRICULAR	MADISON HIGH SCHOOL
MULLINS, KENDRA ROSE	AIDE CLASSROOM	HIBBARD ELEMENTARY
MUMAU, ALLYSON NICOLE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
MUMM, KOLBY JAMES	EXTRA CURRICULAR VOLUNTEER	MADISON HIGH SCHOOL
OCHS, KEARIS LEIGH	MSC MSC SCHOOL HELP	GEN - MADISON EDUCATION CENTER
PALMER, EMMELINE	NON PAID INTERN	MADISON CARES
PARSON, CAMILE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
RACKHAM, PAIGE	PARA VIB	SOUTH FORK ELEMENTARY
RALPH, RACHEL ANN	PARA TITLE 1	HIBBARD ELEMENTARY
RAWE, NICOLE ADAIR	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS

RACKHAM, PAIGE	PARA VIB	SOUTH FORK ELEMENTARY
RALPH, RACHEL ANN	PARA TITLE 1	HIBBARD ELEMENTARY
RAWE, NICOLE ADAIR	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
ROBINSON, TAYLOR RUTH	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
ROLOFF, NATALIA MARIE	PARA TITLE 1	ADAMS ELEMENTARY
SHUMWAY, ANN HOGAN	PARA MEDICAID	BURTON ELEMENTARY
SKINNER, CHARITY HOPE REDIET	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
SKOMMESA, GRACE	NON PAID INTERN	MADISON CARES
SMITH, JOCELYN EMMA	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
SMITH, MCCALLISTER GRAHAM	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
SNARR, SAMANTHA LI	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
SORENSEN, HEATHER DIANE	AIDE CLASSROOM	KENNEDY ELEMENTARY
SOTO, LUIS ANGEL, JR	EXTRA CURRICULAR	MADISON HIGH SCHOOL
TERRY, SHAYLEE	PARA BI	BURTON ELEMENTARY
THELIN, PAIGE ASHTYN	PARA BI	MADISON HIGH SCHOOL
TIETJEN, CHRISTY EVAN	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
TWITCHELL, LANDYN	EXTRA CURRICULAR VOLUNTEER	MADISON HIGH SCHOOL
VALENTINE, GAGE ALAN	CUSTODIAN	MADISON HIGH SCHOOL
VELASQUEZ, LAREE	NON PAID INTERN	MADISON CARES
VORDERSTRASSE, DIANE MARIE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
WINWARD, ALEXANDER JARED	TRANSPORTATION SUBSTITUTE	TRANSPORTATION
WOOD, JERDEN NICOLE	PARA TITLE 1	EARLY CHILDHOOD EDUCATION CENT

Classfied Transfers OCTOBER 2026

Name	Position Title	Building

Classified Resignations OCTOBER 2026

Name	Position Title	Building
ESCOBAR, MARTHA BEATRIZ	CUSTODIAN	MADISON JUNIOR HIGH
ROTHSTEIN, ALISSA NICOLE	PARA BI	BURTON ELEMENTARY
SNEDAKER, SHELLEY	MADISON CARES	MADISON CARES

Certificated New Hires OCTOBER 2026

Name	Position Title	Building
HYDE, SARA	PHYSICAL EDUCATION TEACHER	MADISON HIGH SCHOOL
RICHARDSON, JUDD	ENGLISH - 6TH GRADE	MADISON MIDDLE SCHOOL

Certificated Transfers OCTOBER 2026

Name	Transferring From	Transferring To

Certificated Non Rehires OCTOBER 2026

Certificated Resignations OCTOBER 2026

Name	Position Title	Building
RIVARD, ELLIE	1ST GRADE TEACHER	ADAMS ELEMENTARY

Formal Probation OCTOBER 2026

EMPLOYEE NUMBER	*DATE OF SIGNED PROBATION LETTER*	*DATE OF BOARD EVALUATION*