MINUTES OF BOARD BUSINESS MEETING

BOARD OF TRUSTEES, MADISON SCHOOL DISTRICT 321

December 18, 2025

Board Members present:

Justin Egbert	Joe Palmer	JC Weber
Brian Pyper	Holly Allen	

Also present:

Randy Lords, Superintendent

Travis Schwab, Assistant Superintendent

Blake Snedaker, Business Manager

Pledge of Allegiance: Barbara McMurtrey

Prayer: Mr. Weber

Board Business Meeting

Board Chair Brian Pyper called the meeting to order at 9:13 am, in the Madison Education Center Board Room. It was determined that a quorum was present.

Agenda

Mr. Palmer moved that the Agenda be approved as amended: J: Bus Barn Property Sale discussion; K: 2026 Board Visitation Schedule. Ms. Allen seconded the motion to approve the agenda as amended, which passed unanimously.

Consent Agenda

Mr. Weber moved that the following items of the Consent Agenda be ratified and approved.

Minutes: November 20, 2025 Board Business Meeting, as written.

Checks: #83807 through #83940 and ACH9000000516 through ACH9000000604, with check #83182 voided.

Financial Reports: November 2025

Surplus Property:

- John Deere mower, needing repairs, estimated value $1500
- Lift, Broken, no value

Employment for November: Listed on page 6.

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

Success Stories

Madison High School's Fine Arts Department presented Christmas at Madison on December 17, 2025. The impressive program showcased the talents of band, choir, and orchestra students. Mr. Pyper expressed his gratitude for the dedicated teachers and community members who support the Arts in our schools. Roughly one-quarter of Madison High School students participate in band, choir, orchestra, and drama.

Madison Cares' Secret Santa program helped numerous families in our community this Christmas season.

Mr. Weber spoke of the charitable activities happening at many of our schools. Students raised funds for local families, involved community members in activities, and donated to worldwide causes. He expressed his gratitude for the lessons of being givers as well as learners.

IASA Director Presentation

Andy Grover, Idaho Association of School Administrators Executive Director, announced that Mr. Lords has been named the 2026-2027 Idaho Superintendent of the Year. The IASA Board, consisting of presidents and past presidents from the six state regions, selected Mr. Lords from among the 115 current superintendents in the state of Idaho. Mr. Lords was recognized for his character, consistency in leadership, communication, and support inside and outside the classroom.

Superintendent Evaluation and Contract

Mr. Pyper reported that Mr. Lords evaluations were uniformly distinguished. It was announced that his contract will be renewed with a 6% raise and increases in vacation days and transportation stipend. Ms. Allen made a motion to approve the updated Superintendent contract with the changes. Mr. Egbert seconded the motion which passed unanimously.

Board members expressed their appreciation to Mr. Lords for his genuine and inspiring service to Madison School District and the community.

Annual Audit Report

Dana Izatt, Certified Public Accountant with Searle, Hart & Associates, PLLC, reviewed the Annual Audit Report. He informed the Board that Madison School District 321 received a clean report in the review. Board members were encouraged to look over the reports and contact him with any questions. He complemented Mr. Snedaker and the staff in the district finance office on their professionalism and management of district funds. Following the review, Mr. Weber moved that the Board approve the Annual Audit Report. Mr. Palmer seconded the motion, which passed unanimously.

PowerSchool Litigation

Because of the data breach, Madison School District can join other districts in litigation against PowerSchool. It would help cover some of the costs incurred as a result of the breach. Any money received would be allocated to the finance department for time and money spent or toward technology needs in the district. Ms. Allen made a motion to join other schools in the litigation against PowerSchool. The motion was seconded by Mr. Egbert and passed unanimously.

Transportation Policy TR-2408

Idaho Code requires schools to provide adequate supervision of student loading and unloading zones at schools whenever students and buses are present. The building principal or designee is responsible for supervision at the school loading/unloading areas. The code mandates “close, continuous and interactive supervision.” The number of supervisors must be adequate for the size of the loading area and the number of students present. The amendment adds clarity to the existing policy. Mr. Weber made a motion to approve Transportation Policy TR-2408 with the revisions. Mr. Egbert seconded the motion which passed unanimously.

2026 Board Meeting Schedule

Board meetings will continue to be held the third Thursday of each month. The exception to this is the April meeting which will be the second Thursday due to spring break. Ms. Allen made a motion to approve the 2026 Board Meeting Schedule. Mr. Weber seconded the motion which passed unanimously.

Operational Levy

Board members were reminded that the current operational levy of $1.995M over two years will come due in May. The school board will have three options: to not seek an operational levy, to keep it the same, or to increase the levy amount. Mr. Lords encouraged the board to keep the

operational levy in mind and pose questions to the district leadership team over the next few months. The levy declaration date is in February.

Because of continuing technology needs, Mr. Lords recommends keeping the Operational Levy the same. With budget cuts likely coming, the district leadership team will look at natural attrition, increasing class sizes, and adjusting schedules.

Mr. Weber encouraged communication to the public regarding levy information, the current tax rate, and use of the funds.

Construction Update

Bid packets will be opened December 19, 2025 for the earthwork for the new Grounds and Maintenance building. Administration is pushing to get them digging before the ground is frozen.

Rendering of the new District Office building will be available in January. Trailers will be brought in west of the fieldhouse for district office and business department staff.

In looking ahead: Depending on how the Operational Levy goes, district administration will begin looking at the possibility of a 9th Grade Center, adjusting elementary school boundaries, and making the Middle School another elementary with an alternative wing.

Modernization Funds are currently invested and can be used for facilities. Mr. Snedaker explained that this is the last year the 2006 Bond will be assessed. Next year will be the last year the 2008 Bond is assessed.

Mr. Palmer recommended the district send out bite-size pieces of information to the public continuously about the need for upcoming projects. Mr. Lords plans to hold meetings where the public can pose questions to him and school board trustees.

Bus Barn Property

A bid was received from RAW Holdings, LLC for the Bus Barn Property for $1.5M. The appraisal for the property as of April 2025 is $1.93M. The estimated cost for a replacement of the Bus Barn and Food Services building is $3-3.5M.

Eventual plans call for the Bus Barn, Food Services, and Technology to move out near the high school.

Ms. Allen made a motion to counter offer for $2M with a $0/month leaseback option for one year from the closing date, and $50,000 in earnest money. Mr. Egbert seconded the motion which passed unanimously.

2026 Board Visitation Meeting Schedule

Board members are welcome to visit any school any time. No approval from the Superintendent is required. Any concerns should be taken to Mr. Lords who will then communicate with the school administration.

Board Visitation Meetings have been scheduled for the first Thursday of each month with the exception of January when it will be held the second Thursday. Board members recommended visiting other district departments during the summer months when school is not in session.

Mr. Weber made a motion to approve the 2026 Board Visitation Meeting Schedule. Mr. Egbert seconded the motion with passed unanimously.

Executive Session

At 8:20 am, pursuant to Idaho Code 74-206(1)(c), Mr. Palmer moved that the Board go into Executive Session, seconded by Mr. Egbert, 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 - Y

Mr. Weber - Y Mr. Palmer - Y

At 9:10 am, Mr. Weber moved that the Board adjourn Executive Session. The motion was seconded by Ms. Allen and passed unanimously.

ADJOURNMENT

The meeting was adjourned at 11:10 am.

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Clerk Board Chairman

Classified New Employees for NOVEMBER 2025

Name	Position Title	Building
AURADOU, RHONDA FAYE ROSILLON	EC - VOLUNTEER WRESTLING COACH	MADISON HIGH SCHOOL
AYON, BRECKLEY RAIN BIRCH	EC- SOCCER COACH	MADISON HIGH SCHOOL
BROADBENT, CAROLYN	CERTIFIED SECONDARY	MADISON JUNIOR HIGH
CLEMENTS, ALEASHA BETH	MSC VOCATIONAL	MADISON HIGH VOCATIONAL PROGRA
COMPTON, TAYLOR HOLTERMANN	PARA BI TECH	SOUTH FORK ELEMENTARY
DAVIDSON, MEADOWYN	EVENTS	MADISON JUNIOR HIGH
ESCHER, WESTON THOMAS	EC- BASEBALL ASST COACH	MADISON HIGH SCHOOL
GARNER, LEWIS SCOTT	AIDE CLASSROOM	MADISON MIDDLE SCHOOL
HOLMES, JULIA	PARAPROFESSIONAL	BURTON ELEMENTARY
LEWIS, MATTHEW	EC- WRESTLING COACH	MADISON HIGH SCHOOL
LONG, AEDAN FERNETTE	PARA VIB	ADAMS ELEMENTARY
MORALES, ARTHUR P	EC-BASEBALL	MADISON HIGH SCHOOL
PFUNDER, ALEXA JADE	SUBSTITUTE	SUBSTITUTES & MISCELLANEOUS
WALKER, MAURISA	PARAPROFESSIONAL	KENNEDY ELEMENTARY
YOUNG, JOSHUA SEVER	EC - VOLUNTEER BASEBALL COACH	MADISON HIGH SCHOOL

Classfied Transfers NOVEMBER 2025

Name	Position Title	Building

Classified Resignations NOVEMBER 2025

Name	Position Title	Building
ALFARO, IRIS HAYDEE	FOOD SERVICE	ADAMS ELEMENTARY
HUNT, BETHANY Q	PARA BI TECH	MADISON MIDDLE SCHOOL

Certificated New Hires NOVEMBER 2025

Name	Position Title	Building
NABAUM, SHAYNA	2ND GRADE TEACHER	BURTON ELEMENTARY

Certificated Transfers NOVEMBER 2025

Name	Transferring From	Transferring To

Certificated Non Rehires NOVEMBER 2025

Certificated Resignations NOVEMBER 2025

Name	Position Title	Building
DICKSON, EMMA	2ND GRADE TEACHER	BURTON ELEMENTARY
NELSON, TAELYN	AG TEACHER	MADISON HIGH SCHOOL
ALLISON, NICK	COUNSELOR	MADISON JUNIOR HIGH
SMITH, ELLANOR	ART TEACHER	MADISON MIDDLE SCHOOL

Formal Probation NOVEMBER 2025