# MINUTES OF BOARD BUSINESS MEETING

# BOARD OF TRUSTEES, MADISON SCHOOL DISTRICT 321

## October 16, 2025

**Board Members present;**

Holly Allen Joe Palmer JC Weber

Brian Pyper

**Also present:**

Randy Lords, Superintendent

Travis Schwab, Assistant Superintendent

Blake Snedaker, Business Manager

Pledge of Allegiance: Brenda Butikofer

Prayer: Mr. Weber

## Board Business Meeting

Board Chair Brian Pyper called the meeting to order at 7:03 pm, in the Madison Education Center Board Room. It was determined that a quorum was present.

## Agenda

Ms. Allen moved that the Agenda be approved as amended: G: Headwaters Contract, H: Sale Agreement of 60 W Main Property. Mr. Weber seconded the motion, which passed unanimously.

## Consent Agenda

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

**Minutes:** September 18, 2025, Board Business Meeting, as written.

**Checks:** #83492 through #83642 and ACH9000000359 through ACH9000000413, with no voided checks.

**Financial Reports:** September 2025

**Surplus Property:** none

**Employment for September:** Listed on pages 6 through 7.

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

## Success Stories

Madison High School volleyball team was named the Academic State Champions for the fourth year in a row. We applaud their success in the classroom and on the court. Mr. Weber reported on his experiences at Parent Teacher Conferences at Hibbard Elementary, Madison Middle School and Madison Junior High. He expressed gratitude for the amazing, caring, prepared and excited teachers. Madison High School Marching Band has had a great season, finishing first in their division at the Madison Marching Invitational and first place in their division and first overall at the Burley Marching Competition.

## Public Comment

Justin Kostial requested to address the board. He expressed his opinion that district administration stood in the way of student athletes transferring to a different program.

According to board policy, Mr. Kostial was allotted three minutes to address the board. He was thanked for his input. As it was a non-agenda item, Board members considered but did not comment on his remarks.

## New Teacher Introductions

Many of the new teachers of Madison School District introduced themselves to the Board of Trustees:

- JaNeal Shaw – Family and Consumer Science, MHS
- Emily Aldridge – Special Education, MHS
- Wendy Hunsaker – 3rd Grade, Adams Elementary
- Ellie Rivard – 1st Grade, Adams Elementary
- Ann Elgaaen – 3rd Grade, Adams Elementary
- Cori Hintze – 1st Grade, Adams Elementary
- Dorothy Weygint – 5th Grade, MMS
- Wesley Klingler – 6th Grade, MMS
- Jessica Welsh – 6th Grade, MMS
- Amie Betzold – FFA, MHS
- Taelyn Nelson – FFA, MHS
- Richard Sewell – Math, MJH

- Kendra Fausett – Math, MMS
- Chelsea Williams – 5th Grade, MMS
- Abrianna Walker – 1st Grade, Kennedy
- Jessica Dahlke – 1st Grade, Kennedy
- Lacey Jenkins – 2nd Grade, Burton
- Rebecca Taylor – Kindergarten, Hibbard
- April Greenwood - Special Education, Hibbard
- Alyssa Walker – Special Education, Hibbard
- Becky Steel – 1st Grade, Hibbard
- Logan Hoopes – 4th Grade, Hibbard
- Heidi Merrill – Special Education, ECEC
- Katelyn Farrell – 2nd Grade, Lincoln
- Liberty Nelson – Math, MJH
- Teri Carlson – 2nd Grade, Kennedy
- Lori Cardon – Kindergarten, Kennedy Elementary
- Olivia Spencer – 3rd Grade, Burton
- Emily Donigan – 1st Grade, Burton Elementary
- Patricia Gallup – 2nd Grade, Burton Elementary

Mr. Pyper noted the number of teachers who have previously worked in support roles in the Special Services department. We are excited to welcome these great teachers to Madison School District.

## Student Trip Requests

Board approval (Policy 2550) is required for any field trips out of State. Multiple trips were presented to the Board for approval.

**Social Studies:** The Social Studies department presented their trip, From Trains to Planes, in their effort to help students learn local history. The group would visit Golden Spike Memorial and Hill Aerospace Museum, May 8, 2026. They hope to take 40 students, $48 per student, $1862 total. Mr. Weber made a motion to approve the Social Studies trip. It was seconded by Mr. Palmer which passed unanimously.

**FCCLA**: The FCCLA asked for approval for district chapter officers to travel to their Fall Leadership Institute in Anaheim, California, October 22, 2025. Costs would be $1100/student. Four students attending from Madison. Ms. Allen made a motion to approve the FCCLA Fall Leadership Institute trip. It was seconded by Weber and passed unanimously.

Madison High School and Madison Junior High School FCCLA presented their trip for National Leadership qualifiers to travel to Washington, DC July 6-10, 2026. Costs would be $2500-$3000 per student. Only those who qualified at the state level would attend. Last year two Madison students attended. This year, the group has 11 students hoping to qualify. A motion was made by Ms. Allen to approve the FCCLA National Leadership Conference Qualifiers. It was seconded by Mr. Weber and passed unanimously.

**Student Government:** Students presented their Leadership Training trip to Anaheim, California, November 12-16, 2025. Twenty-one students would attend workshops, service projects, and a private dinner show. Cost per student is $1570. They are currently doing several fundraisers to raise money.

**Student Council:** Students presented their proposal for a State Leadership Conference in Moscow, Idaho, November 3-4, 2025. To accommodate their group, they would be staying in Washington state. They will be touring the University of Idaho. The cost would be $50 per student.

Mr. Weber made a motion to approve the Student Government Leadership Training to Anaheim and the Student Council trip to Moscow, Idaho. It was seconded by Mr. Palmer and passed unanimously.

## Student Digital Device Policy

Superintendent Lords recommended tabling the discussion on the Student Digital Device policy. He has met with several Parent Teacher Organizations and received data and feedback from parents. There are some changes to discuss and review. Tabling the discussion would allow for additional feedback and as well as input from the school district attorney. He proposed a third reading next month. Mr. Weber asked if all teachers have been able to view the policy. Mr. Lords stated that it would be verified at the Teacher In-service on October 17. A motion to table the Student Digital Device policy was made by Mr. Weber and seconded by Ms. Allen which passed unanimously.

## Annual Audit Report

Information only: Business Manager, Blake Snedaker, reported that the government shutdown has delayed federal information. The Annual Audit Report was tabled.

## Proposed Bonus

Superintendent Lords and Mr. Snedaker presented a proposed bonus for employees typically given in December. The bonuses are built into the budget. The district is sitting favorably with discretionary funds due to lower employee health insurance enrollment. Ms. Allen thanked Mr. Snedaker for the careful budgeting that allows this bonus to be given to staff. Mr. Weber asked the board to consider using this money in coming years to add an additional counselor or other staff member to one of the schools to relieve strain in the district.

Mr. Palmer made a motion to approve the one-time bonus, 1.5% for certified/administrative staff and 2.5% for classified staff. The motion was seconded by Mr. Weber and passed unanimously.

## Headwaters Contract

Proposals were received from Headwaters Construction for the District Office and Grounds facilities. Mr. Lords pointed out that the overall construction fee stayed the same over the past ten years.

A motion was made by Mr. Weber to approve the proposal by Headwaters Construction for the preconstruction fee of 0.5% and the construction fee of 4.25%. The motion was seconded by Mr. Palmer and passed unanimously.

## 60 West Main Property Discussion

Information only: Signed sale agreements were received for the 60 W Main property. They have been passed on to the attorney. The only changes made from the previous agreements were those requested by the school board: updated appraisal, closing/move-out dates, and the removal of the arbitration clause.

## Executive Session

At 6:08 pm, pursuant to Idaho Code 74-206(1)(c), Mr. Weber moved that the Board go into Executive Session, seconded by Ms. Allen, for the purpose of: to deliberate reading an acquisition of an interest in real property. The Board will be individually polled for their vote on the motion.

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| Mr. Pyper - Y | Ms. Allen - Y | Mr. Egbert - excused |
| Mr. Weber - Y | Mr. Palmer - Y | |

At 7:00 pm, Mr. Weber moved that the Board adjourn Executive Session. The motion was seconded by Mr. Palmer and passed unanimously.

## ADJOURNMENT

The meeting was adjourned at 8:06 pm.

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Clerk Board Chairman

## *Classified New Employees for SEPTEMBER 2025*

| Name | Position Title | Building |
|---|---|---|
| AHRENDSEN, SID | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| ANDERSON, RYLIE KAY | PARA MEDICAID | MADISON MIDDLE SCHOOL |
| BABCOCK, ASHLEY J | EXTRA CURRICULAR SPORT | CHEER ASST COACH |
| BATES, HALLE REBEKKA | PARA BI PRO | MADISON MIDDLE SCHOOL |
| BEARD, JUSTIN L | TRANSPORTATION MECHANIC | TRANSPORTATION |
| BENNION, JODI | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| BIRD, TOBI MICHELLE | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| BLAIR, ASHLEY | INTERN | MADISON CARES |
| BUCK, JULIA LOUISE | PARA MEDICAID | MADISON MIDDLE SCHOOL |
| CHAPPELL, JACELYN LARUE | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| CHATTERLEY, TYLOR JAMES | TRANSPORTATION SUBSTITUTE | TRANSPORTATION |
| CROWTHER, MARIAM | PARA MEDICAID | MADISON MIDDLE SCHOOL |
| DELOS REYES, FRANKLIN HAAWI KIOA | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| FOWLER, KAYDEE ELIN | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| FRISCHKNECHT, ANDREW JAMES THOMAS | TRANSPORTATION SUBSTITUTE | TRANSPORTATION |
| GEE, ALEXI KARMA | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| HANSEN, KYLEE TONI | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| HOLCOMB, KATELYN | NON PAID INTERN | MADISON CARES |
| JACKSON, JEZLYNN ROSE | NON PAID INTERN | MADISON CARES |
| KAM, AARON RICHARD | EXTRA CURRICULAR SPORT | FOOTBALL ASST COACH |
| KENNINGTON, AMELIA J | PARA TITLE 1 | EARLY CHILDHOOD EDUCATION CENT |
| KING, CHLOE E | PARAPROFESSIONAL | MADISON MIDDLE SCHOOL |
| KINGHORN, BROOKLYN | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| KUHN, ASHTYN RUTH | NON PAID INTERN | MADISON CARES |
| LARSON, KELSEY MAE | PARA TITLE 1 | MADISON MIDDLE SCHOOL |
| LOPEZ, EDUARDO AUGUSTO | FOOD SERVICE SUBSTITUTE | FOOD SERVICE |
| LOUGEE, OLIVIA JANINE | PARA BI TECH | KENNEDY ELEMENTARY |
| LOYA, MELINDA ELIZABETH | PARA TITLE 1 | LINCOLN ELEMENTARY |
| MARINO, GABRIELLA ELIZABETH | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| MCARTHUR, CAMDEN | CUSTODIAN | HIBBARD ELEMENTARY |
| MENDOZA, MELISA MARIE | AIDE NON INSTRUCTIONAL | KENNEDY ELEMENTARY |
| MEYERS, KATE ABIGAIL | PARA TITLE 1 | MADISON MIDDLE SCHOOL |
| MURPHY, ALLISON CHRISTINE | CUSTODIAN | MADISON HIGH SCHOOL |
| PRUE, JILLISSA ALISE | PARA TITLE 1 | LINCOLN ELEMENTARY |
| PUHLMAN, YESENIA MARIE | CUSTODIAN MANAGER | MADISON MIDDLE SCHOOL |
| REINWAND, MEAGAN BROOKE | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| RICHARDS, BRITTNEY ANN | AIDE NON INSTRUCTIONAL | KENNEDY ELEMENTARY |
| RICKS, CAMERON | EXTRA CURRICULAR SPORT | GOLF ASST COACH |
| RODEBACK, VICTORIA | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| SALDANA DOMINGUEZ, ARIADNA D | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| SAMPSON, ELIZA RUTH | PARA TITLE 1 | MADISON MIDDLE SCHOOL |
| SHORTRIDGE, KAYLA HOPE | SUBSTITUTE | SUBSTITUTES & MISCELLANEOUS |
| SMITH, ELIAS JOSEPH | TRANSPORTATION SUBSTITUTE | TRANSPORTATION |
| SONNE-LORANGER, PAIGE KATHLEEN | PARA BI TECH | MADISON MIDDLE SCHOOL |
| STARR, CAROLINE MULBAH | NON PAID INTERN | MADISON CARES |
| STEWART, ALLYSON KATE | PARA MEDICAID | MADISON JUNIOR HIGH |
| TERRY, ELIZA VIV | PARA MEDICAID | MADISON MIDDLE SCHOOL |
| TESIMALE, CALI BROOK | PARA BI TECH | MADISON MIDDLE SCHOOL |
| VAN DEN AKKER, DAVIN LEONARD | TRANSPORTATION SUBSTITUTE | TRANSPORTATION |
| WALKER, KELLIN SCOTT | EXTRA CURRICULAR SPORT | FOOTBALL ASST COACH |
| WALKER, TY | EXTRA CURRICULAR SPORT | GIRLS BASKETBALL ASST COACH |
| WEBSTER, MERLIN D | MAINTENANCE | GEN - MADISON EDUCATION CENTER |

## Classfied Transfers SEPTEMBER 2025

| Name | Position Title | Building |
|---|---|---|

## Classified Resignations SEPTEMBER 2025

| Name | Position Title | Building |
|---|---|---|
| ARNOLD, JENNIFER ASHLEE | CLERK SCHOOL | BURTON ELEMENTARY |
| ATWOOD, MAKENNA MAE | PARAPROFESSIONAL | SPECIAL SERVICES |
| BROWN, HOWARD BRUCE | TRANSPORTATION DRIVER | TRANSPORTATION |
| BURT, ISABELLE MARIE | PARAPROFESSIONAL | SPECIAL SERVICES |
| EKKER, TYLER | TRANSPORTATION MECHANIC | TRANSPORTATION |
| JESULGA, ALEXA CLAIRE | PARAPROFESSIONAL | SPECIAL SERVICES |
| KLINGLER, BART G | GROUNDS | GEN - MADISON EDUCATION CENTER |
| KNEGT, RACHEL | PARA VIB | KENNEDY ELEMENTARY |

## Certificated New Hires SEPTEMBER 2025

| Name | Position Title | Building |
|---|---|---|

## Certificated Transfers SEPTEMBER 2025

| Name | Transferring From | Transferring To |
|---|---|---|

## Certificated Non Rehires SEPTEMBER 2025

## Certificated Resignations SEPTEMBER 2025

| Name | Position Title | Building |
|---|---|---|

## Formal Probation SEPTEMBER 2025