

# Special Meeting

Cascade School District 3B

Board of Trustees

May 2, 2018 - 6:00 pm

## Board Members Present –

### High School Board

Rick Cummings - Chair  
Chris Boland - Vice Chair  
Erin Wombold  
Blake Standley  
Deanna Hastings  
Val Fowler

### Elementary Board

Rick Cummings - Chair  
Chris Boland - Vice Chair  
Erin Wombold  
Blake Standley  
Deanna Hastings

**Others Present:** Karsen Drury - District Clerk, Debra Silk, Emily Seabolt, Wesley Seabolt, Pam Marquis, Rita Hood, Katey Marquis, John Wright, Stephanie Perry, Iain McGregor, Ruth Mortag, Jodie Campbell, Jay Fredrickson, Siobhan Hathhorn, Lara Tait, Eric Tilleman, Sonja Mazaira, Eric Brandt.

Rick Cummings - Board Chair, called the Board of Trustees meeting to order at 6:00 pm. Mr. Cummings asked for public comment on **non**-agenda items.

## New Business

- A. Recommendation for Maintenance Supervisor, Eric Brandt  
TABLED.
  
- B. Board deliberations regarding possible compensation package for top 2 superintendent candidates.  
Debra Silk informed the board that Rick Miller declined the offer of 2 year contract of \$75,000 salary, district provided housing, \$2,000 moving expenses, 1 year to complete Superintendent coursework because the total compensation package he currently has is \$94K not including housing he is provided, with full family health & salary. Jule Walker has accepted another position. Debra Silk advised the board on a way to include full family insurance.  
Fowler asked if the board was still in agreement that Rick Miller was still the top pick. Standley said his experience should reflect his salary.  
Silk said Jule Walker was the only candidate who had accepted another position to her knowledge.  
Hastings stated that Miller was the #1 choice of the board, results driven, the decision needs to be fair, transparent and need to pay him accordingly.  
Boland stated that the position was advertised as benefits package.  
Cummings stated he was not in favor of providing insurance but would add to salary.  
Silk stated the board can't provide enhanced health insurance benefits to top paid

employees. No penalties have been imposed as of now, under the ACA. Penalties could go to both employer and employee.

Cummings asked for a board agreement to counter to Miller.

Silk informed the board Miller would not accept less than \$94K. He would be going from a 210 day contract to 260 day contract.

Hastings stated she was in favor of offering \$94K.

Val Fowler moved to offer Rick Miller a salary of \$94K to \$98K, as negotiated by Debra Silk, with the terms and conditions of the original offer. Chris Boland seconded the motion.

The board deliberated on the motion.

**Public Comment:**

Jay Fredrickson expressed his support of the motion.

Ruth Mortag expressed her neutrality on the motion, but stated they needed more information.

Lara Tait expressed her neutrality on the motion, but stated the board needed to take the value of the district housing into consideration.

Eric Tilleman expressed his support for the motion, and stated that this offer was standard of the district.

Jodie Campbell commented on the value of the housing.

Ian McGregor expressed his support for the motion.

Katey Marqius expressed her neutrality, but inquired about the budget for the salary.

Pam Marquis expressed her neutrality, but inquired about the budget for the salary.

Wesley Seabolt expressed his support for the motion, but asked about evaluations.

Siobhan Hathhorn expressed her support for the motion, and stated that it's important to go with the top candidate.

**Board comment:**

Cummings inquired about changing the contract to a 1 year term.

Hastings stated that 1 year is not enough time to evaluate.

Fowler stated that hiring any of the other candidates would require the same offer and housing is common for districts.

Standley stated a 6 month evaluation should be done, the superintendent should be required to put a first and last month deposit on the house, he should be required to take on other jobs and responsibilities in the schools, the spending authority should be lowered, he should be present at all events, the previous housing clause should be put into the new contract. He stated that if the superintendent is capable of the job, then they deserve the compensation.

Silk suggested the board go into closed sessions for mini evaluations every other board meeting.

Wombold expressed her concern with the experience.

**Recess 7:25-7:29**

Erin Wombold moved to make an amendment to the original motion of hiring Thad Kaiser if Rick Miller declines, with the same offer. Chris Boland seconded.

**Executive Session 7:40pm-8:15pm**

**Board Discussion:**

Hastings commented on her opposition of the amendment.

**Public Comment:**

Ruth Mortag supported Standley's comment.

Katey Marquis expressed her opposition to the amendment and suggested the board go back and reevaluate if Miller declines.

**Board Discussion:**

Board agreed that Miller was the top candidate.

Wombold moved, seconded by Chris Boland to amend the amendment to include that Miller had until noon on Friday, May 4th to accept the offer.

Passed unanimously.

The board voted on the original motion, with amendments.

Passed unanimously.

**Adjournment**

At 8:32 pm Deanna Hastings moved, seconded by Erin Wombold **to adjourn.**

**Passed unanimously.**

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Val Fowler, Board Chair

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ATTEST: Karsen Drury, District Clerk

Date Signed \_\_\_\_\_