

**Snake River School Board of Trustees
Held at the Moreland Elementary
185 North 750 West, Blackfoot, Idaho 83221
Wednesday, April 16, 2014**

I. WELCOME AND ROLL CALL

Chairman Wally Aldous called the meeting to order at 7:05 p.m. and thanked the Moreland Elementary staff for their hospitality. Board members present were Wally Aldous, Kent Miller and Bill Martin (quorum). Kim Kunz arrived at 7:08 p.m. and Annis Williams arrived at 7:40 p.m. Also attending were Superintendent Mark Gabrylczyk, Board Clerk Gayla Osborn, Shawnee Lyman, Leah Lyman, Bryce Salmon, Deon Hillman, Sarah Brown, Cass Baldwin, Josh Sorensen, Sam Sorensen (scout), Preston Watt (scout), Rose Larson, Samuel West (Scout Troop 226), Jerame West (Scout Troop 226), Kathlynn Eggleston, Jane Reynolds, Sherrilynn Bair, Laurie Grayson, Lisa Esplin, Lisa Warren, Ginger Van Orden, Becky Young, Dave Kerns, Sandy Jackson, Suzanne Hieb, Becky Jacobson, Sydnee Hale, Carol Adams, Kelly Tolman, Barbara Bedwell (SREA), Leslie Mielke (press), Lon Harrington, State Representative Julie Van Orden, Sue Johnson, Christine Polatis, and Dale Storer.

II. PRAYER OR PLEDGE OF ALLEGIANCE

Bill Martin offered a prayer.

III. APPROVAL OF AGENDA

Kent Miller moved and Bill Martin seconded to approve the agenda as written. All the board members present (Annis Williams arrived later) voted aye. Motion passed 4-0.

IV. MORELAND ELEMENTARY PRESENTATION

Principal Jane Reynolds introduced her staff, the Moreland PTA presidency, Krista Secrist, Julie Evans, Mica Barclay, and Shellie Monstrom, and thanked the volunteers who help the teachers and students. In 2012-2013 qualified as a 4-Star School they have been working on becoming a 5-Star School. They believe that all students can learn at high levels, moving from the knowing to the doing. Moreland Elementary goals support the district's goal of aligning curriculum to teach and assess to the common core standards. They have completed reading and math curriculum and Mrs. Reynolds said the kindergarten and 1st grade teachers have created common core report cards and common core skilled-based formative assessments. She gave an example of how the student assessments help the teachers track how well the students understand what they are being taught. The staff is also working toward implementing the district goal of Response to Intervention (RTI) in their classrooms and the 1st grade teachers have committed to a 20-minute a day teacher-taught intervention next year. Mrs. Reynolds said the building layout makes it seem that the pre-school and special ed classes are isolated from the other grades but they are included in team meetings and are cohesive group. She said the teachers use the new iPads the district bought to give their students extra math assignments and they love practicing. She thanked the board for their support.

V. SNAKE RIVER HIGHLIGHTS

Principals Bryce Salmon (Riverside), Dave Kerns (Middle School), Ed Jackson (High School), and Jane Reynolds (Moreland) presented their buildings highlights and Superintendent Gabrylczyk noted other district highlights of this past month (see attached). Mr. Jackson told the board that the high school would be doing a simulated accident in the morning with a wrecked car, ambulance, and police responding to teach the students about the dangers of drunk driving and texting while driving. Mr. Miller praised the Distinguished Young Women's program. He said the people and community businesses have been very generous and have donated about \$13,000 toward scholarships. Library Board Chairman Lon Harrington told the board that the Snake River School/Community Library had given each Moreland student the opportunity to order \$10 worth of books from the Scholastic Book Club. The children were so excited when their books came and members of the Library Board enjoyed passing them out. The library contributed about \$4,000 to this activity. The library hopes to donate books to the other schools on a rotating basis. They are hoping this inspires more reading. They thanked the Moreland librarian, Susan Otterstrom for her hard work.

VI. CONSENT AGENDA

Minutes of the Regular Board Meeting of March 26, 2014; and the Special Meetings to Hold an Executive Session of April 11, 2014; and April 14, 2014. Minutes of the Due Process Hearing of April 4 and April 7, 2014 will be presented next month.

Retirement: Donna Packer, Custodial Supervisor and High School Custodian (34 years); and Gayla Osborn, Board Clerk/District Secretary (19 years) with a vote of thanks.

Resignations: Nancy Hill, Middle School Special Ed Teacher

New Hire: Emma Morgan, Middle School Special Ed Teacher

Budget Report & Claims Payable for March, 2014.

A motion to approve the Consent Agenda as presented was made by Bill Martin and seconded by Kent Miller. All the board members present (Annis Williams arrived later) voted aye. Motion passed 4-0.

VII. SUMMER FOOTBALL EQUIPMENT AUTHORIZATION

According to IHSAA rule 17-2-6, the board must send a letter to the IHSAA asking for written permission for the coaching staff to use the school's protective equipment for summer football camps. The JV/Freshmen teams will participate in a summer football camp June 16-19, 2014, and the varsity football team summer camp will be June 23-26, 2014. The request will have a statement of recognition that IHSAA sponsored catastrophic insurance provides no coverage for the activity and any liabilities rest solely with the school or camp/clinic. Chairman Aldous asked if there had ever been any injuries. Mr. Miller pointed out that the students and parents have to sign a waiver. All the players and their parents will sign a Snake River District Summer Camp Consent Form before participating. The district has insurance available if they want to sign up.

It was moved by Kent Miller and seconded by Kim Kunz to approve a request that IHSAA give the district coaching staff written permission to use the Snake River High School's protective football equipment for the JV/freshmen summer football camp June 16-19, 2014, and the varsity football team summer camp on June 23-26, 2014, with the understanding that the IHSAA sponsored catastrophic insurance will not provide coverage for the activities and all liabilities rest solely with the camp. All the board members present (Annis Williams arrived later) voted aye. Motion passed 4-0.

Annis Williams arrived at 7:40 p.m.

VIII. BYU HIGH SCHOOL INVITATIONAL TRACK MEET

Cass Baldwin, track coach, asked the board for permission to take five to ten students to the BYU High School Invitation Track Meet on May 2nd and 3rd. This is a big meet with over 2,000 participants and would give the students great exposure to colleges and coaches. Snake River has a few students who are ready to compete at this level and it would be a great opportunity for them to have this extra experience before the State meet. Wally Aldous asked if the students could only participate in so many meets and Mr. Baldwin said they are allowed eight meets a year. He said there is a JV meet in American Falls that same weekend and the kids who wouldn't qualify for the BYU Invitational would go to it. Mr. Aldous asked how much advanced notice did they have about this meet. Mr. Baldwin said they knew about this at the beginning of the year but he hadn't been hired until later and Mr. Coombs thought they had missed the September meeting when the board votes on out-of-state trips, but just learned that these trips are also considered in April. Kent Miller said the meet was on a Friday and Saturday so the students wouldn't be missing school. He asked how they could send them to a district-sponsored event if they don't propose to use district transportation. Cass asked if they could have the parents transport the students to save money if the parents signed a waiver. Mr. Kunz said it can be done but the State Transportation Dept. discourages it. He said other districts do it, but there is a liability issue. The board discussed having the lawyer draw up a waiver that could be used by parents. Mr. Kunz asked if perhaps other districts were going and if they could share a bus. Mr. Baldwin said he would look into that but all the parents were planning to go so taking a bus for six students one way (because the parents would bring them back) would waste district money. Ed Jackson told the board of several instances where, at his discretion as the high school principal, he has asked the parents to give him a letter, a text, or a signed form saying they will not hold the district liable for anything and getting permission before the event to transport their student. Kent Miller said after an event if a parent wants to take their student home they can sign a release to do so, but they cannot take another student home. In this case the parents would be driving their own student so it should be possible for them to do so by signing a waiver. Dave Kerns read Policy 8294, "Transportation to School Sponsored Activities" which said if students want to ride with their parents, requests must be made in writing. Cass Baldwin said he had until the 28th to sign up. Mr. Miller asked if both boys and girls were able to participate and Cass said they were. Mr. Aldous said the district wants to give its students exposure to college coaches and thanked Mr. Baldwin for his help.

Kent Miller moved and Kim Kunz seconded to approve members of the track team going to the BYU High School Invitational Track Meet on May 2-3, 2014, contingent upon parents signing a waiver of liability form to transport them. All the board members voted aye. Motion passed 5-0.

IX. POLICY READINGS (2nd Reading)

Policy 7580, "Certificated Personnel – Recruitment and Selection of Personnel" added language as required for Release of Information on Past Job Performance when hiring new teachers. Applicants must sign a permission form (7580F) and the information is to be used by the hiring district only for the purpose of evaluating the applicant's qualifications. In addition, when a district employee responds to another district's request for a past employee's job performance, they will do so in good faith and shall be immune from civil liability for the disclosure. Language in policy 7580 that is no longer viable is also being removed.

A motion was made by Bill Martin and seconded by Kent Miller to approve the second reading of the revision of Policy 7580, "Certificated Personnel–Recruitment and Selection of Personnel." All the board members voted aye. Motion passed 5-0.

IX. POLICY READINGS Superintendent Gabrylczyk presented three policies for 1st Reading:

Policy 8735, “Hazing, Harassment, Sexual Harassment, Intimidation, Bullying, Cyber-Bullying Menacing.” These updates come from the ISBA policy update (in yellow) and from the district’s Anti-Bullying Committee (in green). It deletes reference to staff because this is a student policy. Adds that it includes actions on school grounds and actions at locations outside of school grounds that can be reasonably expected to materially and substantially interfere with the requirements of appropriate discipline in the operation of the school or impinge on the rights of other students. Procedure 8735p has added language to (4) which might subject an individual or group to abusive behavior on basis of “actual or perceived characteristic, including gender, gender identity, familial status, or expression or weight.” (#’s 5, 8 & 9) The Anti-Bullying Committee added emotional, psychological and social as well as physical to any definition of harassment, intimidation or menacing. (6) Cyberbullying includes through any private electronic device done when the student is present at school or in violation of District policy or state law. The Anti-Bullying Committee added #10 to the procedure to cover “Watch and Non-reporting”: for anyone participating or knowingly allowing, encouraging, or tolerating this behavior. Page 2 of 8735p under Confidentiality: that the investigation will allow for as much confidentiality as can be provided while allowing for a thorough and appropriate investigation. Information will include discussion of cyber bullying. The Anti-Bullying Committee asks that this policy be reviewed and signed annually. The complaint procedure added reference to FERPA protection. Also how the complainant can make an appeal. Sydnee Hale a member of this committee pointed out that employees are given this policy and asked to sign that they understand what it says in regards to students so they would be able to help them file a complaint or recognize if a child were being harassed or cyber bullied. The board clerk said the exact wording is being worked out for the employee signature. Mrs. Hale said the committee relied on Officer Drew Lusk to help with the investigation language so there is some flexibility. Mr. Miller also had some comments for 8735p1 and said he would give his concerns to the clerk to be incorporated and discussed before final reading.

Policy 2235, “School Board Use of Electronic Mail and Social Media,” adds that the board will not use communications via social media or other electronic communications (as well as e-mail) to substitute for deliberations or voting. Also this is regardless of whether the communication was sent or received on a district-owned or personal computer. Individual board member postings on social media are the act of the individual and not an act of the board. Board members should note that posting to social media sites should be carefully considered in light of how they would reflect on the board and the district and the perception of fitness to serve students’ interests.

Policy 6127, “Graduation Requirements” to update the required course list to include the annual one credit Advisory Class that students will need to take in order to graduate. This class was approved last month.

It was moved by Kim Kunz and seconded by Bill Martin to approve the first reading of the revision of Policy 8735, “Hazing, Harassment, Sexual Harassment, Intimidation, Bullying, Cyber-Bullying, Menacing,” with its procedure 8735p and Form 8735f; Policy 2235, “School Board Use of Electronic Mail and Social Media;” and, Policy 6127, “Graduation Requirements.” All the board members voted aye. Motion passed 5-0.

X. FOLLOW UP ITEMS

Chairman Aldous said the board had until Tuesday, April 22, 2014, to make a written decision on the Due Process Hearing for Elaine Asmus.

XI. PATRON FORUM

No patron comments.

XII. STAR ENTERPRISE MATH PROGRAM

Sherrilynn Bair, Curriculum Director, Carol Adams and Suzanne Hieb (Romie VanOrden absent), Snake River Middle School math teachers, and Kelly Tolman, Riverside 2nd grade teacher, gave a report on the Star Enterprise Math Program being piloted at the Middle School. Mrs. Adams is head of the Math Curriculum Committee. Carol said the math curriculum committee has been working on its goals for two years and has made a lot of progress. They have aligned the math curriculum district wide both horizontally and vertically to the common core standards. They have worked with all the math teachers K-12 and have developed a good relationship. They have published the Common Core Standards for math and have put these on the district website. These are being revised and updated as needed. They are beginning to implement the screening, bench marks assessments and progress monitoring. They proposed to do this with the Star Enterprise Math program. The Middle School has had the opportunity to pilot this testing program. Tests from Math Life Library, old ISAT, updated all the time. It helps teachers personalize the math testing and saves teacher time on grading tests. Mrs. Adams showed the board how she has been monitoring her student, Lorenzo High, making a graph showing his progress after several tests. The Star Assessment Tool helps the teacher see where the student needs help. Carol said the old way of teaching was easier because the students and teacher learn one concept together. Now students are working at their own pace and the teacher has to be aware of what each student is working on and monitor their progress electronically. Lorenzo High, Middle School student, told the board he liked this program because it enabled him to work at his own speed and he could move ahead. He has already mastered 79 standards. If he needs help with a problem, he can ask another student and they can work on it together instead of having the computer help him. Carol said if she can’t answer his question because its higher math, she has been able to text Barbara Bedwell at the high school and get help. Teachers learn from each other and collaboration is great.

XII. STAR ENTERPRISE MATH PROGRAM (cont.)

Mr. Aldous asked what she did if a student is having a trouble understanding. She said the program has an intervention segment and automatically notifies the teacher what intervention is needed. The Star Enterprise Math Program is for grades K-9. Sherrilynn Bair said hopefully by the time a student gets to high school they won't have to test every junior and senior three times a year, but there would be some licenses available so this could be done. Carol Adams said they haven't had time to look to see if the high school component is there. Wally asked if there is a question on the test that everyone is having problems with what would the teacher do? Carol said that did happen and she got on the web "live chat" with the company and they redid the question because the students didn't have access to an electronic protractor. She said she likes working with this company because they value teacher input. Star Enterprise Math program is great but it needs an instructional component and the curriculum committee is looking into a way to blend into that.

Suzanne Hieb gave the board a copy of the 6th grade math standards with 133 objectives for the 6th grade that correspond with the Common Core. There are five areas that the students have to understand and learn and within those five areas there are 43 standards they have to meet. If a student tests higher than a sixth grade level he is still challenged in a sixth grade classroom at an eighth grade or ninth grade level. Suzanne and Carol require that their students keep a math notebook and write the problem out. The student uses the following as resources to get help with a problem they are stuck on: 1) the Star Enterprise program has a work review; 2) a video/audio link to Kahn Math Academy; 3) a list of students who should be able to help them with the concept; 4) recheck their math journal to see if they can find where they have worked on it before; and then 5) they ask the teacher. Mrs. Hieb said she can do more one-on-one with the students if she can keep their objectives in front of them. The program keeps track of all the objectives they have mastered. The program is a good reinforcement tool because those objectives align with Common Core and go sequential with the Common Core standards as created.

Kelly Tolman a second grade teacher, said the lower grades haven't had accelerated math so have had to be creative in coming up with activities to help the students get the "deeper" learning. She did tour a school in Idaho Falls to get some ideas and found curriculum on line that fully corresponds with Common Core which can be downloaded for free. She gave the board a sample lesson from this site and explained how it focused on the objectives the second graders had to master.

Sherrilynn Bair said the number one thing in student performance is that students have to have some kind of ownership in their own learning. They have to know where they are, where they need to go and how they are going to get there. Students using the Star Enterprise System know what objectives they have mastered and how many more they have to learn and it guides them along. Also, the Charlotte Danielsen teacher evaluations give "distinguished" ranking only when the teacher has students who are teaching each other and this program encourages that. Sherrilynn said that in the last two months the math teachers have gone a long way in doing these two things using the Star Enterprise Math program. The students also use the chrome books which is a great tool.

Mrs. Bair said to do Star Enterprise K-9 (a screening and benchmarking tool that allows the teacher to do progress monitoring) with a few more licenses at the high school and an early literacy piece for K-3 for one year is \$33,000. To do Accelerated Math with Math Fact Practice K-12 (a fluency builder) and to do Accelerated Reader with Subtext (a brand new product) is \$1.50 per student. Mrs. Bair said the district could get by with this but can also buy additional books. She said the total amount to do this for one year would be \$56,000. She said if Subtext and Math Facts-in-a-Flash were taken off the amount would be about \$38,000-\$40,000. Sherrilynn said the company encourages districts to do a three-year package because it is 10% cheaper or a two-year plan for a 5% savings. She will get these figures for the board to have a comparison to consider. Bill Martin asked Rep. Julie Van Orden if some of the state money would be earmarked for this spending. Mrs. Van Orden said this is one reason why the state should consider giving the districts more discretionary money. She said as a former board member now serving in the House of Representatives, she can understand that each district has unique needs, but not every legislator has this perception. They need to develop a trust in the districts to take accountability for the use of their discretionary funds. Superintendent Gabrylczyk said one of the ways to fund the Star Enterprise Math program is through federal Title monies. He said it is not a question of whether the district can afford to have this program but whether it can afford not to. He asked the board to make a motion to approve this program because it is at the end of the year and the teachers need to keep the momentum they have built up. He said this program was first introduced to the board at their meeting in December and has now been successfully piloted at the Middle School. Annis Williams asked if this program comes with text books. The superintendent said he would not recommend buying text books because they would not currently meet up with Common Core. Bill Martin asked before the board voted on money, whether there were competitors to this program. Sherrilynn said there is not a comparable competitor. Chairman Aldous wanted to have firm numbers before a motion was made. Mrs. Bair said she had the written quotes for the one year bid and Mr. Gabrylczyk recommended the district just go for the one year contract. Sherrilynn said it won't be quite \$56,000 because the district has already purchased part of Accelerated Reader so part will just be a renewal. Superintendent Gabrylczyk said this data assessment of every student could be handed to the parents at parent/teacher conferences. Carol Adams said it would lead to standards-based grading. She said there is also a "home connect" that would allow them to practice at home. Mrs. Bair said the \$56,000 will cover the program but the district will have to pay for the devices and infrastructure. She said the district is writing for technology grant money and it is opting into the state's wireless project which will take care of the high school's needs. Then some of the wireless equipment now at the high school can be used elsewhere in the district. Kent Miller said before the board voted he would like to see what the package is going to cost, if there are any required upgrades, and where exactly the money is coming from. Sherrilynn said the quote is good for 60 days. Kim Kunz and Chairman Aldous agreed they would like to see the proposal laid out so they can understand what is being requested, how it is being paid for, and what the options are if the whole package isn't being bought. Carol Adams said the biggest savings would come from text book replacement of \$75 per student. The superintendent said the district has most of the fiber-optic infrastructure in place and there is technology money coming from the state. Bill Martin asked the board to table this until the board could meet again. The board appreciated the teachers' enthusiasm.

XIII. EXECUTIVE SESSION

Under Idaho Code 67-2345 (1b) and (1d), Annis Williams moved and Kent Miller seconded to go into Executive Session to discuss personnel issues and exempt records. A roll call vote was taken: Annis Williams, aye; Kim Kunz, aye; Kent Miller, aye; Bill Martin, aye; and Wally Aldous, aye. Motion passed 5-0.

The board went into Executive Session at 9:30 p.m. Also attending were Superintendent Mark Gabrylczyk and Board Clerk Gayla Osborn. A personnel issue was discussed. Mr. Gabrylczyk excused himself at 9:35 p.m. Dale Storer joined the board in Executive Session and another personnel issue was discussed.

XIV. RETURN TO REGULAR SESSION

It was moved by Bill Martin and seconded by Annis Williams to return to Regular Session. All the board members voted aye. Motion passed 5-0.

The board returned to Regular Session at 11:00 p.m.

XV. ADJOURN

A motion to adjourn was made by Kent Miller.

The meeting was adjourned at 11:00 p.m.

ATTEST:

Clerk

Chairman

Date