

Snake River School Board of Trustees
Held at the Snake River High School
922 West Hwy 39, Blackfoot, Idaho 83221
Wednesday, April 20, 2016

1. WELCOME AND ROLL CALL

Chairman Kent Miller called the meeting to order at 7:05 p.m. Board members present were Kent Miller, Bill Martin, Kim Kunz, Annis Williams, and Carol Hepworth. Also attending were Superintendent David Kerns and Board Clerk Terisa Coombs.

2. PRAYER/PLEDGE OF ALLEGIANCE

Ryker Capson, Eagle Scout, opened the meeting with the Pledge of Allegiance.

3. APPROVAL OF AGENDA

Item #10, Replacement Bus Purchase, needs to be added to the agenda.

A motion was made by Annis Williams and seconded by Bill Martin to approve the agenda as amended, adding Item #10, Replacement Bus Purchase. All board members present voted aye. Motion passed 5-0.

4. CONSENT AGENDA

Minutes: Regular Meeting of March 9, 2016 and Special Meeting of March 14, 2016.

Retirements: Kay Lynne Baldwin, Fourth Grade Teacher (17 years); Peggy Watt, Middle School Secretary (29 years)

Resignations: Ronda Simper, District Food Service Supervisor; Richard Dunn, Assistant Football Coach, Varsity Girls Basketball Coach, and Varsity Baseball Coach;

New Hires: CloeRene Osman, District Food Service Supervisor; Angela Parkinson, Speech Language Pathologist/SLP Aide; James Carter, High School Friday School Supervisor; Daniel Roberts High School Friday School Supervisor; Warren Collins High School Friday School Supervisor; Ronda Simper, Rockford Kitchen Manager.

Budget Report, Payroll, & Claims Payable for March 2016.

Property Disposal: Galen Sasser is asking permission from the board to sell two buses in June, 99-2 and 04-2.

A motion to approve the Consent Agenda as presented was made by Carol Hepworth and seconded by Bill Martin with permission given to sell two buses and also giving a vote of thanks for the years of service for those who are retiring. All board members present voted aye. Motion passed 5-0.

5. PATRON FORUM

There were no comments at this time.

6. RYKER CAPSON EAGLE PROJECT

Ryker Capson presented his Eagle Project. Ryker remodeled a closet in the staff bathroom at the middle school. He added many organizational shelves. He showed pictures of before the project and after the project. The middle school staff was very thankful that this was done and the board congratulated Ryker for completing his Eagle Scout project.

7. HIGH SCHOOL PRINCIPAL PRESENTATION

Principal Ray Carter gave a brief presentation on things that are happening at the high school. The new motto for the high school is "Academics, Activities, Agriculture, Arts, Athletics" or "5A". Mr. Carter discussed student enrollment and student activity involvement in the 2015-16 school year. He discussed some of the available courses this year and new courses for next year including debate, speech, and the CNA/Health Occupations classes. He is excited about the different opportunities that will be available to the students. Deanne Casperson, Chamber Singers Coach, introduced her students and discussed her program. The Chamber Singers performed two numbers. Chairman Miller thanked the Chamber Singers. He also thanked Principal Carter for all of the efforts and good things that are happening both inside and outside of the classroom.

8. BOARD TRAINING

Superintendent Kerns gave training on "How to Read Your Budget Report." He went over the March budget report and discussed the different sections including revenue and expenditures. He also discussed Title I and LEP funds. The board thanked Superintendent Kerns.

9. JUNIOR HIGH DANCE TEAM HEARING

A fee hearing was held for the proposed Jr. High Dance Team. At the last board meeting, Christy Gardner, High School Dance Team Coach, presented her request to begin a dance team at the junior high. The proposed participation fee is \$550 a year. It includes a camp fee, uniforms, etc. The students would also be required to pay an activity fee and transportation fee on top of this. This program is available to students in grades 6, 7, and 8. Joanna Marlow has volunteered to be the coach. Chairman Miller asked if there was a plan if someone who couldn't afford the fee. Mrs. Gardner said that they will be doing fundraisers and they have integrated payment plans for students so they don't have to come up with the whole amount at the beginning. The board asked how the students make the team and how many they would like on the team. The students will be required to try out for the dance team. Mrs. Gardner would like 20 students on the team. The board thanked Mrs. Gardner for her time and they are excited for the future in dance in the Snake River School District.

A motion was made by Annis Williams and seconded by Carol Hepworth to approve the advertised fee increase for the Jr. High Dance Team as presented. All board members present voted aye. Motion passed 5-0.

10. REPLACEMENT BUS PURCHASE

With the recent loss of bus 09-1, Superintendent Kerns recommends purchasing a new bus from Western Mountain Bus Sales at the same purchase price as the bid offered on January 13, 2016 of \$77,517. Western Mountain Bus Sales stated that it would sell the district a third bus at the same price as the other two that were purchased on January 13, 2016. The district has saved a tremendous amount of money in fuel costs this last year and also has received lottery funds that will help with purchasing a new bus. Mr. Kunz asked about the reimbursement schedule for 09-1. Superintendent Kerns will follow up and report back to the board.

It was moved by Bill Martin and seconded by Kim Kunz to approve the purchase of a new bus from Western Mountain Bus Sales to replace bus 09-1 that was damaged on Monday, April 18, 2016 at the same purchase price as the bid offered on January 13, 2016 of \$77,517. All board members present voted aye. Motion passed 5-0.

11. TRIP REQUESTS

1) Our seniors would like to go to Lagoon on May 7th, a Saturday, for their Senior Trip. Mr. Dunn has arranged for a bus to go to Lagoon on that day that the students are in charge of paying for. 2) The High School Orchestra would like to go on an overnight trip to Provo, Utah and Lagoon for an Orchestra Clinic on May 13-14, 2016.

A motion was made by Carol Hepworth and seconded by Kim Kunz to approve the High School Senior Trip to Lagoon on May 7, 2016 and also to approve the High School Orchestra Clinic to Provo, Utah and Lagoon on May 13-14, 2016 as presented. All board members present voted aye. Motion passed 5-0.

12. 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 Varsity/JV/Freshmen teams will participate in a summer football camp June 13-18, 2016. 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. 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 Bill Martin and seconded by Carol Hepworth to approve a request that the IHSAA give the district coaching staff written permission to use the Snake River High School's protective football equipment for the Varsity/JV/Freshmen football team summer camp on June 13-18, 2016, 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 board members present voted aye. Motion passed 5-0.

13. UPCOMING EVENTS

- a. Compensation and Benefit Discussions coming within the next month.
- b. District Retirement Reception will be May 11, 2016 at the high school cafeteria from 4:00-5:30 p.m.
- c. Next Board Meeting is May 18, 2016 and will be at the District Office at 7:00 p.m.
- d. Graduation will be May 25, 2016 at 8:00 in the high school gym.
- e. Snake River Days will be Saturday, June 4, 2016 from 10a.m. to 2 p.m. at the Junior High with a fun run also beginning at 8 a.m. There will be a car show from 1-6 p.m. and also there will be a movie at night.
- f. The Annual Budget Hearing date will be June 15, 2016.

14. POLICY READINGS

SECOND READINGS:

Policy 7570, "Personnel Files." This policy is replacing and updating Policy 7570, "Personnel Records". Idaho Code Section 33-517 was revised during the 2014 legislative session to provide for a noncertificated personnel file that is consistent with 33-518; therefore, all personnel files should contain the same materials, and provide for notice of the addition of new materials and an opportunity for rebuttal. After discussion, no further changes were made to this policy.

Policy 7580, "Information on Past Job Performance." This policy is replacing and updating Policy 7580, "Certificated Personnel—Recruitment and Selection of Personnel." **7580F1 – Release and Authorization Form (No Prior Public School Experience) and 7580F2 – Release and Authorization Form (Prior Public School Experience)** were updated. Discussion held. No further changes were made.

Policy 8442, "Bloodborne Pathogens." This policy needs to be tabled. The superintendent will form a committee to formulate an Exposure Control Plan (ECP). Discussion held. A committee will be formed and this policy will be tabled until then.

A discussion was also held on Policy 7670, "Outside Employment" that was also tabled at the last board meeting. Kent Miller would like a crosswalk to be done between Policy 7670, "Outside Employment" and Policy 3010, "Code of Ethics for Certificated Employees." Superintendent will do this and have it ready at the next board meeting.

Policy 8443, "Automated External Defibrillators (AED)." policy is NEW and OPTIONAL; however, it should be adopted in its entirety if the district elects to implement an AED program. This policy also includes **8443P1 – Automated External Defibrillator (AED) Procedure.** Discussion held.

Policy 8446, "Food Allergies." This policy is NEW was developed to address the rising concerns associated with food allergies in schools. Students with severe food allergies may require the administration of epinephrine (this policy coincides with Policy 8421, Epinephrine auto-injectors). Discussion held. On the first page under School Protocol, the board would like to delete the words "All schools in" and start it with "The district will implement..." Also, under Adminstrating Epinephrine, the board would like to delete the beginning of the paragraph "Each school!" and in its place put "The administrative office of each building." No further changes were made.

Policy 7460 and 7460p, "Safety Precautions with Blood." This policy needs to be tabled to be deleted until Policy 8442, "Bloodborne Pathogens" is ready to take its place. The deletion of this policy was tabled.

Bill Martin moved and Carol Hepworth seconded to approve the second readings of Policy 7570, "Personnel Files;" Policy 7580, "Information on Past Job Performance;" Policy 8443, "Automated External Defibrillators (AED);" Policy 8446, "Food Allergies;" to table Policy 8442, "Bloodborne Pathogens;" and to table the deletion of Policy 7460, "Safety Precautions with Blood." All the board members present voted aye. Motion passed 5-0.

FIRST READINGS:

Policy 7685, "Sick Leave." In the sixth Paragraph of this policy, Master Agreement needs to be changed to Negotiated Agreement. Also in 7685p on the first page in the last paragraph, Master Agreement also needs to be changed Negotiated Agreement. Otherwise, no changes.

Policy 7695, "Vacation Leave for Twelve (12) Month Personnel." As per your request, the policy and procedure were updated. The changes are in green. 7695p has been has been redone and updated. The changes are in green on the third page. In discussion of this policy, the board discussed keeping this portion of the policy the same and not accepting the changes. Chairman Miller and Superintendent Kerns will have a discussion of this policy before the next board meeting and present to the board their discussion.

Kim Kunz moved and Bill Martin seconded to approve the first readings of Policy 7685, "Sick Leave" and Policy 7695, "Vacation Leave for Twelve Month Personnel." All the board members present voted aye. Motion passed 5-0.

15. EXECUTIVE SESSION

Under Idaho Code 74-206 (1b) Personnel; Employee A Discipline; and Employee B Discipline, Annis Williams motioned and Bill Martin seconded to go into Executive Session. A roll call vote was taken: Annis Williams, aye; Bill Martin, aye; Kim Kunz, aye; and Kent Miller, aye. Motion passed 5-0.

The board went into Executive Session at 8:40 p.m. Also attending were Superintendent David Kerns and Board Clerk Terisa Coombs.

At 8:40 p.m., the administrators of Employee A and Employee B entered executive session. Employee A Discipline was discussed until 9:50 p.m. Beginning at 9:50 p.m. Employee B Discipline was discussed until 10:05 p.m. The administrators of Employee A and Employee B left executive session at 10:05 p.m.

At 10:05 p.m., personnel issues were discussed until 10:15 p.m.

16. RETURN TO REGULAR SESSION

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

The board returned to Regular Session at 10:15 p.m.

17. ACTION ITEMS

It was moved by Bill Martin and seconded by Kim Kunz to table any action on Employee A until Friday, April 29, 2016 at 8:00 a.m. at the district office. All the board members present voted aye. Motion passed 5-0.

It was moved by Carol Hepworth and seconded by Bill Martin to approve the recommendation of non-renewal of contract for Employee B effective immediately. All the board members present voted aye. Motion passed 5-0.

18. ADJOURN

A motion to adjourn was made by Bill Martin. All the board members present voted aye. Motion passed 5-0.

The meeting was adjourned at 10:20 p.m.

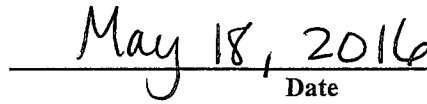
ATTEST:



Clerk



Chairman



Date