

**Snake River School Board of Trustees  
Held at the Snake River High School  
922 West Hwy 39, Blackfoot, Idaho 83221  
Wednesday, January 28, 2015**

**I. WELCOME AND ROLL CALL**

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

**II. PLEDGE OF ALLEGIANCE**

Wally Aldous opened the meeting with the Pledge of Allegiance.

**III. APPROVAL OF AGENDA**

**Wally Aldous moved and Kent Miller seconded to amend the agenda due to an error of not including the word evaluation in addition for the reason for executive session to comply with Idaho Code 67-2345 (b). The board did not realize that error until it was pointed out today. A roll call vote was taken: Bill Martin, aye; Annis Williams, aye; Kent Miller, aye; Wally Aldous, aye; and Kim Kunz, aye. Motion passed 5-0.**

Chairman Bill Martin explained that the reason for amending the agenda is that the board has never included the word evaluation in the agenda. It was pointed out today that it was not there. In good faith, this was added and will continue to be added in the future. He explained that this will be in compliance of Policy 3020 that explains during the month of January the superintendent's evaluation will be done.

**IV. SNAKE RIVER HIGHLIGHTS**

A copy of the Snake River Highlights is included with these minutes. The building principals, if present, read their Highlights.

**V. SNAKE RIVER HIGH SCHOOL PRESENTATION**

High School Principal Ed Jackson gave the following presentation:

On behalf of Snake River High School, I would like to welcome the school board to our place of learning. The high school began a journey December of 2013 that culminated in an external accreditation visit by AdvancED personnel on January 14 and 15 of this year. I would like to thank the dedicated and caring staff at Snake River High School for the hours spent collecting evidence for visiting accreditation team. Special thanks is also extended to the teacher leaders that facilitated groups of staff members for each standard the school was evaluated on. These were Barbara Bedwell, JB Hoge, Jason Coles, James Carter, and Joann Tominaga. The standards evaluated were Purpose and Direction, Governance and Leadership, Teaching and Assessing for Learning, Resources and Support Systems, and Using Results for Continuous Improvement.

Results of the external evaluation based on data collected during and before the external evaluation confirmed previous beliefs already held by students, staff, and community members. We at Snake River High School are doing what is best for the children in a positive, caring manner. The data collected by the external accreditation team was very positive with four of the five standards. The one standard that the high school received a negative evaluation based on multiple sources of data was Governance and Leadership. The Accreditation Report says the following:

“The distinction of the roles and responsibilities between the Governing Body at the District level and the leadership at Snake River High School is hazy at best. Many times the authority of the high school leadership has been usurped by the Superintendent and others. The high school leadership considers it blatantly unprofessional and micromanaging. This is an area the leadership at the high school is trying to work through.”

“Governance and Leadership at the high school is considered a strength as evidenced by survey results from parents, students, and staff. Through the consistent implementation of supportive policies and procedures, positive ongoing communication, respecting the autonomy of school leadership to do the right thing, Snake River High School will continue to sustain a climate of high expectations to prepare our students for college and career opportunities.”

In conclusion, the External Accreditation Team wrote the following: “Snake River High School students, parents, and staff take a great deal of pride in the many successes of the school. Academically, culturally, and athletically, there are many sources of pride. As a rural school, the high school is the hub uniting the community. Many advanced opportunities are available for students along with the well-rounded art, music, agricultural, business, and athletic programs. Students and parents feel safe at school. In addition, the community and school library are a shared resource for the community at large. This shared resource is a huge benefit to all the patrons and provides many opportunities for the high school to showcase accomplishments.”

“The organizational effectiveness of the high school is strong. Students, staff, and parents report that the leadership is sound and provides quality educational services for the community. Consistent concerns for all stakeholders indicate a discontent from high school to district level administration citing lack of support and communication. This has created disadvantage for students of the high school.”

**(Snake River High School Presentation Continued)**

“Snake River High School has a new Advisory period this year. It will be critical to continue to evaluate, revise, and refine this system as the initial results are positive with students, parents, and teachers. This program is reflective of the school’s values that all students experience success.”

“The improvement priority for Snake River High School will focus on a positive working relationship between the Governing Body and School Leaders. Regular collaborative meetings involving a variety of stakeholders with the goal of improving cooperation and communication may be helpful. As school leadership transitions, opportunities will present themselves. Increasing autonomy for the school will ensure opportunities for student success as local decisions impact learning for students.”

The report goes on to say that Snake River High School must address the following priority: “Create a positive working environment that allows autonomy for school leadership.”

Chairman Martin asked Principal Jackson if the report was completely written by the auditor. Mr. Jackson answered yes. Chairman Martin asked that a copy be given to the board.

**VI. PATRON FORUM**

There were no comments at this time.

**VII. LEVY PRESENTATION**

Superintendent Gabrylczyk presented information concerning the district’s financial situation and discussed the Budget Audit Reports for the last three years. Superintendent Gabrylczyk also discussed student achievement, ACT and SAT summative assessments, formative assessments, and comparisons of scores with surrounding school districts. In 2012, the community was asked to approve a loan (supplemental levy) for \$900,000 to help the district financially. This year, the community will be asked to approve a \$775,000 levy, a decrease of \$125,000. At this time, Chairman Martin asked if there were any questions the public wanted to ask. Discussion held and patron questions were answered.

**VIII. SNAKE RIVER BAND PTSA PRESENTATION**

Michelle Anderson from the Snake River Band Parent-Teacher-Student Association gave a presentation requesting that the board approve an increase in the marching band stipend. Mrs. Anderson compared the marching band stipend to other stipends in the district and also to surrounding band program stipends. Mr. Martin stated that approving increases in stipends were done only in negotiations. Discussion was held. The board thanked Mrs. Anderson for her time.

**XI. FUTURE AGENDA ITEMS**

- a. ISBA Day on the Hill--February 16-17, 2015
- b. Next Board Meeting--February 18, 2015
- c. Cottage Meetings—February 5th for Zones 3 and 5 at 7 p.m. at Moreland Elementary; February 23rd for Zone 4 at 7 p.m. at Riverside Elementary; February 25th for Zones 1 and 2 at 7 p.m. at Snake River Middle School.

**X. CONSENT AGENDA**

**Minutes:** Regular Meeting of December 17, 2014; Special Meeting January 16, 2015; Special Meeting of January 23, 2015.

**Retirement:** Cindy Hernandez, High School Teacher (36 years); Connie Bingham, Preschool Teacher (27 years).

**Resignations:** Shana Langley, District Accounts Payable/Payroll Clerk; Vanessa Reyes, High School Special Education Paraprofessional.

**New Hires:** Samantha Pugmire, District Accounts Payable/Payroll Clerk; Eliseo Guerra, High School Special Education Paraprofessional.

**Budget Report & Claims Payable** for December, 2015.

**A motion to approve the Consent Agenda as presented was made by Kent Miller and seconded by Wally Aldous. All the board members present voted aye. Motion passed 5-0.**

**XI. BUS PURCHASE BID**

A bid opening for the purchase of one 24-passenger school bus with three wheelchair tie downs was held at 1:00 p.m. on Monday, January 26, 2015 (copy included). Three bids were received: Western Mountain Bus Sales for \$82,042, Rush Truck Centers for \$82,725, and Bryson Sales & Service for \$88,981. Galen Sasser, bus mechanic, has checked the bids to make sure they meet specifications and has recommended that the board accept the lowest bidder at \$82,042. This was bid with the understanding that payment would be after a July 1, 2015 delivery.

**A motion to approve the bid from Western Mountain Bus Sales in the amount of \$82,042 for the purchase of one 24-passenger bus with three wheelchair tie downs to be paid for in the 2015-2016 school year was made by Wally Aldous and seconded by Kim Kunz. All the board members present voted aye. Motion passed 5-0.**

At this time the board took a five-minute break.

## XII. POLICY READINGS

### SECOND READINGS:

**Policy 50 EMT, "District Policy Memorandum"** is a new policy. The Board has defined that it has become a necessity to update its policy manual by adopting policies that have been drafted to incorporate the necessary requirements of Federal, State, and Administrative policies to serve the Snake River School District community. This policy gives the procedure on how to access school policy during the adoption process.

**Policy 466 (EMT), "Leadership Premiums for Instructional Employees"** This policy is new. HB504 provides funding for leadership premium payments for public school educators that local school districts identify as serving in a leadership capacity, which requires the employee to take on additional responsibilities. However, no employee may receive cumulative leadership premiums in excess of 25% of the base salary amount nor less than \$850 and an individual may receive multiple premium payments. Note: The district may also consider inserting a sentence into Policy No. 446, Negotiated Agreement Terms, stating that leadership premiums are not subject to collective bargaining (also stated in this policy).

**Policy 553 (EMT), "Restraint and Seclusion"** This policy is updated. This policy addresses that there may be emergency situations where it becomes necessary for a staff member to physically restrain or place a student in seclusion when the student's behavior poses an imminent risk of serious physical harm to self or others. The purpose of this policy is to ensure that all students and staff are safe in school, and that any student who may have a behavior crisis is free from the inappropriate use of physical restraint or seclusion. Rose Larson has reviewed this and believes it is good.

**Policy 632 (EMT), "8 in 6 Program."** This policy is new and has been updated to reflect SB1233 regarding advanced opportunities for secondary students. It clarifies eligibility and credit requirements, clarifies that the state will pay "the lesser" of \$225 or the actual cost of the course, and removes the prohibition on paying for online dual credit or IDLA courses. Discussion was held.

**Policy 632.50 (EMT), "Mastery Advancement Program (MAP)."** This policy is new. Due to SB1233, this policy clarifies that students will receive a \$2000 scholarship for every full year of early graduation regardless of whether the district has submitted an application to participate in the program. However, for the district to receive an amount equal to the student scholarship, it must submit an application to participate to the Idaho State Department of Education (SDE).

**Policy 633 (EMT), "Dual Credit Programs."** This policy replaces Policy 8120. This policy is newly updated. It has been revised to update program requirements for the Dual Credit for Early Completers and to incorporate a new advanced opportunities program – Fast Forward. With regard to Dual Credit for Early Completers, to participate, the student must meet all of the state mandated minimum requirements, except senior project and senior math requirements. Funds can now be used for any college credit bearing exam (previously only AP exams) and professional technical certification exams. The Fast Forward Program is for students who do not qualify under Dual Credit for Early Completers. The policy outlines who qualifies and for what amount under the new program.

**Policy 671 (EMT), "Section 504"** This policy has been updated to clarify that 504 plans must be reviewed periodically, not necessarily annually. Additionally, the policy was amended to address extracurricular activities. Not many changes were made. Dave Kerns also reviewed this policy and believes that this is good.

**Policy 771 (EMT), "Charging School Meals"** This policy is NEW and reflects the Idaho State Department of Education (SDE) school nutrition program review requirement that districts adopt a policy regarding how it handles charging school meals. All full-price policies for school meals are matters of local discretion. This includes decisions about whether or not to extend credit to children who forget their meal money or whether or not to provide an alternate meal to such children. Schools are, however, encouraged to always provide meals to preprimary and younger primary students or to students with disabilities that may make them unable to take full responsibility for their meals. Although a required policy, the language is optional and the district may adopt alternate language that reflects how the district handles charging school meals.

**Policy 6428 and 6428p, "Teaching of Controversial Issues."** This policy defines controversial issues and that the teacher is the most important member of the school staff to handle teaching controversial issues. 6428p is the procedure for teachers when planning the study of controversial issues. This policy has been in effect since February of 2008 and needed to be reviewed and updated. Discussion held.

**Policy 6432, "Curriculum Goals and Objectives."** Because this policy was put into effect in 2001, the curriculum committee has reviewed the goals and objectives. They have made a few changes for your review and approval.

**Policy 6434 and 6434p, "Curriculum Governance and Renewal Process."** This policy and procedure was put into effect in 2001. The curriculum committee has reviewed the governance and renewal process and a couple of changes have been made to bring this policy up-to-date.

**Policy 6436, "Curriculum Philosophy."** The curriculum committee met and reviewed this policy. They have made a few changes to bring this policy up-to-date.

(Second Readings Continued)

Kim Kunz moved and Kent Miller seconded to approve the second reading of Policy 50 EMT, "District Policy Memorandum," Policy 466 (EMT), "Leadership Premiums for Instructional Employees" Policy 553 (EMT), "Restraint and Seclusion," Policy 632 (EMT), "8 in 6 Program," Policy 632.50 (EMT), "Mastery Advancement Program (MAP)," Policy 633 (EMT), "Dual Credit Programs," Policy 671 (EMT), "Section 504," Policy 771 (EMT), "Charging School Meals," Policy 6428 and 6428p, "Teaching of Controversial Issues," Policy 6432, "Curriculum Goals and Objectives," Policy 6434 and 6434p, "Curriculum Governance and Renewal Process," and Policy 6436, "Curriculum Philosophy." All the board members present voted aye. Motion passed 5-0.

**XIII. EXECUTIVE SESSION**

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

The board went into Executive Session at 9:00 p.m. Also attending were Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs. Superintendent Mark Gabrylczyk left Executive Session at 9:05 p.m. The superintendent's evaluation was performed and personnel issues were discussed.

**XIV. RETURN TO REGULAR SESSION**

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

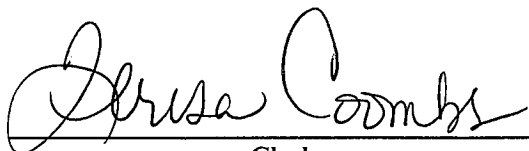
The board returned to Regular Session at 10:55 p.m.

**XV. 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 10:55 p.m.

ATTEST:

  
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Clerk

  
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Chairman

2-18-15  
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Date