

Snake River School Board of Trustees
Held at the Snake River District Office
103 South 900 West, Blackfoot, Idaho 83221
Wednesday, May 20, 2015

I. WELCOME AND ROLL CALL

Chairman Bill Martin called the meeting to order at 7:00 p.m. Board members present were Chairman Bill Martin, Wally Aldous, Kent Miller, Annis Williams, and Kim Kunz. Also attending was 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 Kim Kunz seconded to amend the agenda to add an executive session as item #4 to discuss personnel. All the board members present voted aye. Motion passed 5-0.

IV. EXECUTIVE SESSION

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

The board went into Executive Session at 7:04 p.m. Also attending was Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs. Personnel issues and exempt records were discussed.

V. RETURN TO REGULAR SESSION

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

The board returned to Regular Session at 7:08 p.m.

VI. PATRON FORUM

There were no comments at this time.

VII. NEGOTIATIONS WITH THE SREA

The District and the SREA met three times, April 30, May 8, and May 18, 2014, to discuss salary and benefits. Mr. Aldous and Mr. Miller represented the Board. The SREA meet with the teachers in the future for ratification. A special meeting will need to be called at that time. Laurie Grayson asked the board to consider the support and classified staff when discussing salaries. The board thanked the SREA for their hard work and time.

VI. FUTURE AGENDA ITEMS

- a. Snake River High School Graduation will be 8 p.m. on May 27, 2015
- b. End of the Year Employee Meeting will be May 29, 2015 at 8 a.m. at the Jr. High.
- c. The Annual Budget Hearing date will be June 17, 2015.

VII. CONSENT AGENDA

Minutes: Regular Meeting of April 15, 2015.

Resignations: Jenni Perkins, School Psychologist; Kim Adams, Second Grade Teacher; Sarah Thompson, Rockford Librarian; Jeannie Isom, Health Professions Teacher; Lisa Claybrook, Moreland Cook Helper.

New Hires: Kim Lewis, District Psychology Intern; Ashli Nelson, High School English Teacher; Amber Harrison, High School Family Consumer Science Teacher; Suzanne Bale, Third Grade Teacher; Laura Hepworth, Second Grade Teacher; Julie Ann Carter, Second Grade Teacher; Kari Godinez, Title I Kindergarten Teacher; JeNene Anderson, Orchestra/Strings Teacher.

Budget Report, Bills Payable, & Claims Payable for April, 2015.

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

VIII. GARBAGE REMOVAL BIDS

At 1:00 p.m. on Tuesday, May 12, 2015, bids were opened for garbage removal at seven locations in the district. The bid form asked for bids for 2015-2016 and for 2016-2017. Bids were received from Grampa's Trash Service, LLC, for \$29,232 (2015-2016) and \$29,232 (2016-2017); and from Snake River Dispose-all, Inc. For \$18,845.86 (for both years). Mr. Martin asked Mr. Groesbeck about the increase from 3 dumpsters to 7. Mr. Groesbeck said that GCA Custodial Services has asked the district to provide a dumpster at each building in the district. Snake River Dispose-all has agreed to do an evaluation depending on the district's need and cut down where they feel necessary.

Kent Miller moved and Kim Kunz seconded to approve the bid of Snake River Dispose-All, Inc. for garbage removal at \$18,845.86 for the 2015-2016 school year and for \$18,845.86 for the 2016-2017 school year, with options as bid. All the board members present voted aye. Motion passed 5-0.

IX. POLICY READINGS

SECOND READINGS:

Policy 409.50 (EMT), "Administrative Leave for Certificated Employees." The title and policy have been updated to clarify that administrative leave applies to certificated employees only (per SB1342). It also was updated to include a section regarding the ability of the superintendent to place a certificated employee on an involuntary leave of absence without pay due to a court order. Mr. Miller discussed the changes that were made to the policy to create checks and balances. Discussion held.

Annis Williams moved and Wally Aldous seconded to approve the second reading of Policy 409.50 (EMT), "Administrative Leave for Certificated Employees." All the board members present voted aye. Motion passed 5-0.

FIRST READINGS:

Policy 215 (EMT), "Duties of the Board." This policy replaces Policy 2150. This policy has been generally updated to include additional duties of the board per Idaho statute. Discussion held. Mr. Miller will look further to see if anything needs to be added as far as duties.

Policy 407 (EMT), "Family Medical Leave Act (FMLA)" This policy replaces policy 7650. This policy has been marked as high priority because the U.S. Department of Labor's **employee rights and responsibilities notice has been updated.** With regard to the policy, military caregiver leave has been extended to include care for a service member who was discharged under other than dishonorable conditions within five (5) years of receiving the medical treatment, recuperation or therapy prompting an employee's leave request. Also, the definition of "spouse" now includes legally married same-sex couples. It also clarifies the provisions as applied to teachers, as well as districts that employ spouses who need to take leave for the birth or adoption of a child. The required employee rights and responsibilities notice is included. The board will look into choosing Option A or B on this policy.

Policy 455 (EMT), "Master Teachers," This policy is NEW. The definition of "instructional staff member" was updated to reflect the current names of the state approved contracts. "Master teacher" means an instructional staff member who has been certified by the national board for professional teaching standards on or before July 1 of each year. This policy reflects the current names of the state approved contracts. Discussion held.

Policy 514 (EMT), "Evacuation/Fire Drills," This policy replaces Policy 4684. This policy is in compliance with the 2012 International Fire Code, as adopted by the State of Idaho effective January 1, 2014. Discussion held. The board would like the building principals and maintenance director to look over this policy.

Policy 922 (EMT), "Acquisition and Sale of Real Property" This policy is NEW. The Policy clarifies the voting and notice requirements for the transfer, conveyance, or exchange of real property.

Kim Kunz moved and Kent Miller seconded to approve the second readings of Policy 215 (EMT), "Duties of the Board," Policy 407 (EMT), "Family Medical Leave Act (FMLA)," Policy 455 (EMT), "Master Teachers," Policy 514 (EMT), "Evacuation/Fire Drills," and Policy 922 (EMT), "Acquisition and Sale of Real Property." All the board members present voted aye. Motion passed 5-0.

X. EXECUTIVE SESSION

Under Idaho Code 67-2345 (1a) To consider hiring an employee; (1b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent; and (1d) Exempt Records, Annis Williams motioned and Wally Aldous seconded to go into executive session. A roll call vote was taken: Bill Martin, aye; Kent Miller, aye; Wally Aldous, aye; Annis Williams, aye; and Kim Kunz, aye. Motion passed 5-0.

The board went into Executive Session at 7:40 p.m. Also attending was Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs. Personnel issues and exempt records were discussed. Superintendent Gabrylczyk left executive session at 8:55 p.m. Personnel issues were discussed.

XI. 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 9:55 p.m.

XV. ADJOURN

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

The meeting was adjourned at 9:55 p.m.

ATTEST:

Alisa Coombs

Clerk

Bill Martin

Chairman

6-17-15

Date