

**Snake River School Board of Trustees  
Held at the Snake River District Office  
103 South 900 West, Blackfoot, Idaho 83221  
Wednesday, August 20, 2014**

**I. WELCOME AND ROLL CALL**

Chairman, Bill Martin called the meeting to order at 7:02 p.m. Board members present were Bill Martin, Wally Aldous, and Kent Miller. Annis Williams arrived at 7:04 p.m. and Kim Kunz was absent. Also attending were Superintendent Mark Gabrylczyk, Board Clerk Terisa Coombs, Sherrilynn Bair, Dave Kerns, Sherrye Saxton, Rachel Grimmett, Glenna Hale, Alden Hale, Leslie Mielke, Bryce Salmon, Gina Dawson, Odila Conica, Kevin Gray, and Jeannie Isom.

**II. PRAYER OR PLEDGE OF ALLEGIANCE**

Wally Aldous led the Pledge of Allegiance.

**III. APPROVAL OF AGENDA**

**Bill Martin moved to approve the agenda as written. All the board members present voted aye. Motion passed 4-0.**

**IV. HIGHLIGHTS**

Superintendent Gabrylczyk presented the district's highlights this month. He noted that beginning of school is off to a good start. He also read a letter from Governor Otter commending Sherrilynn Bair, Curriculum Director, for her part in making the Idaho Education Network a success. Superintendent Gabrylczyk discussed the role of the IEN in the school district including the drafting class, the ACT course, field trips, etc. He also recognized Mrs. Bair for all of the commitment and work she has. Mr. Martin also thanked Mrs. Bair.

**V. PATRON FORUM**

There were no comments at this time.

Annis Williams arrived at 7:04 p.m.

**VI. CONSENT AGENDA**

Minutes: Regular Meeting of July 22, 2014

Resignations: Isabel Hernandez, Jr. High Title 1 Paraprofessional; Tamara Powell, Jr. High Librarian; Vicky Jones, High School Special Ed Paraprofessional; and Jeff Dance, Bus Driver.

New Hires: Sarah Loynd, Moreland Custodian; Shawna Rocks, Moreland Kitchen Manager; Tarea Morgan, Jr. High Library Aide; Erica Jones, Jr. High Title 1 Parapro; and Rubi Gasca, Jr. High Title 1 Parapro.

Budget Report & Claims Payable for July, 2014.

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

**VII. BUS REPORT**

Sherrye Saxton, Transportation Supervisor, gave a report on the busing in the district. She feels that it has gone well so far. The board is required by law to review safety busing issues and routes for the 2014-2015 school year. Mrs. Saxton discussed safety busing and that it has not changed. The same highways, canals, railroad tracks are present and there are still no sidewalks. Last year when safety busing was reviewed, the district had 216 children and generally it is about the same each year. She reported that not all students ride the bus and there are 49 within a mile and a half of the high school. Last year in the spring the district was short of drivers and a route was eliminated at that time. This will be carried over to this year. There are 17 bus routes. Turnarounds this year are the same. Turnarounds are made on Hwy 26 at 701 North and 998 North. Mr. Martin asked Mrs. Saxton to give a definition of safety busing. Mrs. Saxton defined safety busing that by law the district is not required to transport students who live within a mile and a half of the school but if it can be proved for safety reasons transportation of these students is necessary, then this is allowed by the State. This is done by a rating instrument. This includes all schools in the district. Mr. Martin asked how many buses the district has and Mrs. Saxton answered 25. Mr. Miller asked how early children are picked up and Mrs. Saxton answered 7:10 a.m. Leslie Mielke asked Mrs. Saxton if the district has enough bus drivers. Mrs. Saxton relayed that the district has enough bus drivers with the substitutes this year but there is always a need for more bus drivers.

**A motion was made by Annis Williams and seconded by Wally Aldous to approve district bus routes, turn arounds and safety busing as established for the 2014-2015 school year. All board members present voted aye. Motion passes 4-0.**

**VIII. BLACKFOOT BOARD PRESENTATION**

Superintendent Gabrylczyk met with board members and the superintendent from the Blackfoot School District. They discussed cooperating to offer more opportunities for students; for example with the CNA program and drafting class at Snake River High School and the Auto mechanics Program at Blackfoot High School. Mr. Miller asked about transportation of students. Superintendent Gabrylczyk answered that with both districts having IEN equipment, transportation could be brought down to a minimum. Mr. Miller also asked about the problems with a five-day versus four-day school and Mr. Gabrylczyk said that it was a problem but that this could be worked out. The board would like Superintendent Gabrylczyk to look into the possibilities and continue to work with Blackfoot Superintendent Struhs. Mrs. Williams asked how soon would this program be ready and Superintendent Gabrylczyk said that this would not be ready to start until at least the second or third trimester. Mr. Martin asked if the Auto mechanics class at Blackfoot would have enough room to allow our students to take the class and this is something that will be looked into.

## **IX. LEADERSHIP PREMIUMS**

Superintendent Gabrylczyk discussed how the Idaho Legislature presented a bill about leadership premiums for teachers. The money is designated for teachers who serve in a leadership capacity in the school district. It is not meant to give everyone part of the premium in the school district. A committee was formed and Mr. Kerns is the head of the committee. Mr. Kerns discussed the committee's recommendations on how to distribute the leadership premiums. There are four different categories: Supporting Professional Learning Communities, Response to Intervention, STAR implementation, and curriculum alignment. Leadership premiums will be offered based on these areas. The total amount given to any one teacher is \$5800 and a minimum of \$850. A handout was given defining these areas and the amounts given. To apply for a leadership premium, a letter of interest from the teacher will be given to their administrator. Mrs. Bair explained that the process is such that every teacher will have the opportunity to receive a leadership premium. Mr. Martin asked if it would be the committee who decided who received the premiums and Mr. Kerns replied that it would be the building principal who had the final say. Mr. Martin felt that it would be a lot of pressure on the building principal but Bryce Salmon thinks that the building principal knows more about the teacher and would be more comfortable choosing. Mr. Miller suggested that the building principals have something documented and have something that is objective and measurable while evaluating so if people ask why certain people received the leadership premium and others did not, there will be something documented as to why they chose the teachers they did. Mr. Miller also asked what the time frame of disbursement was. Superintendent Gabrylczyk answered December and May and asked the building principals to have the applications by the end of the week.

**A motion was made by Kent Miller and seconded by Annis Williams to approve the distribution of leadership premiums according to the recommendations. All board members present voted aye. Motion passes 4-0.**

## **X. REVIEW OF SCHOOL DATA**

Superintendent Gabrylczyk and Sherrilynn Bair discussed data from the past school year from the ACT and SAT scores. Superintendent Gabrylczyk discussed the ACT scores. The ACT is an indicator of students who currently have a knowledge base of going into college where the SAT is more of a predictor. There are four different areas of testing including English, Reading, Math, and Science and then the student is given an overall composite score. Our district was compared with the state average for the last five years. The data from the handout given was compiled from the Idaho State Department of Education. Superintendent Gabrylczyk discussed the fact that the State Department of Idaho is pushing to get our children ready for college and wants to see the numbers increase to where they should be. Mrs. Bair discussed the SAT scores and how the scores show significant growth each year from 2011 to 2013. The district is continually making progress in the SAT scores. Idaho is just below the 50th percentile and the Snake River School District is a little below Idaho. The goal is to get above the 50th percentile.

## **XI. INTRODUCE REDESIGN OF WEBSITE**

Superintendent Gabrylczyk and Sherrilynn Bair demonstrated the redesign of the school district website, including Google Analytics and specific upgrades. Superintendent Gabrylczyk explained that the goal of the website is to get as much information out to patrons so they can be informed about what is being accomplished in the school district. Superintendent also discussed the Parent University held at Riverside Elementary on August 21, 2014 at 7 p.m. The focus of the Parent University will be to show parents how to use the website, log-in to Renaissance Learning, Powerschool, etc. Mr. Martin asked if the sporting activities are on the website and also if the coaches can enter practices. Mrs. Bair discussed the Google Calendar will be revamped and the goal is to get this up and running. Mr. Martin wanted to know the time frame until this can be accomplished. Mrs. Bair answered that the website will always be a work in progress. Mr. Martin would like to get this finalized as soon as possible. He also thanked those working on the website.

## **XII. REVIEW OF DISTRICT'S STRATEGIC PLAN**

Superintendent Gabrylczyk reviewed the district's Strategic Plan. Upon review of Strategy #1, the new 8 in 6 Program was discussed where students can earn an Associate's Degree by the time they graduate from high school. The drafting and engineering course and the Ag Courses were started. Benchmark testing is being done. The district is spending time aligning with the Common Core Standards and building forms of assessments. Fridays are being used more effectively. On one Friday each month, the staff comes in and professional development opportunities are offered. A big goal of the district is to work on the STAR Enterprise Project this year. The Advisory Program at the High School and Jr. High is new. New this year was Freshman Orientation at the high school, which was successful. Upon review of Strategy #2, the Professional Learning Community movement will continue. Mr. Gabrylczyk discussed that 33% of evaluations of all school personnel including teachers, principals, and the superintendent will be based upon student achievement and student growth. The STAR Enterprise will be very important and will help us achieve this. Upon review of Strategy #3, Mr. Gabrylczyk explained that the district partnered with Southeast Idaho Department of Health and in the process were able to provide dental sealants to most of the elementary children. The total cost would have been \$40,000. Also, three individuals had paid summer internships at a local company, which have now ended, and one of the internships will possibly continue on for that particular student. Tom and Kay Mitchell will be offering three paid internships this fall for three of the high school students in welding. Also, Jason Moulton, who is a veterinarian, will also offer three internships for students who are interested in Veterinarian Science. Upon review of Strategy #4, Mr. Gabrylczyk discussed the fact that the district is in the second year of the operational levy. In March, the district will possibly need to focus on another levy. The Budget Hearing was held in June. Also, the Jr. High recently received a \$100,000 grant from the State Department of Education. The district will continue to focus on the good partnerships that have developed. Also, the website has been updated, which will be a continual process. Upon review of Strategy #5, the district's programs have been expanded and technology has increased significantly with the addition of more Chrome Books. At the Middle School and Junior High, the student to Chrome Book ratio is 1:1. The fiber line has been a great investment for the school district. On August 21, 2014, a Parent University will be held to teach patrons and parents about technology and what is offered in the Snake River School District. Mr. Miller commented that these updates should be documented. The District Strategy Plan can be found on the website.

### **XIII. BOARD GOALS FOR NEW YEAR**

The board would like to discuss their goals for the new year at the next board meeting. Mr. Miller would also like input from Superintendent Gabrylczyk. This will be tabled until next board meeting.

### **XIV. FOLLOW UP ITEMS**

Alden Hale followed up on the custodial proposal that was discussed in the July board meeting. He is still working on putting this together and would like to get the Request for Proposal out soon. The goal date of awarding the contract is after the board meeting in October if possible. He would like the starting date to begin on January 1, 2015. Mr. Hale discussed a couple of concerns he had. In the RFP, the district is asking that the company have at least five years of experience in cleaning schools. Also the painting portion of the contract will include 10% of the classrooms a year, one-fifth of the halls every year, etc., so the painting is covered. He would like the board's approval for these items. Mr. Hale would not like to include refinishing the gym floor in the RFP. Mr. Hale will get a copy of the Custodial RFP to the board so they can review it. Mr. Hale also discussed equipment and also the addition of a teacher's custodial closet where there would be general maintenance items, which will be the school district's responsibility to maintain because the company would like no access to their equipment. The custodial services will be a one-year contract with the possibility of a four-year contract. Mr. Martin would like to compare the costs with what the district is doing now for the custodial services. Mr. Hale will finish the RFP's and then comparisons can be made. Mr. Martin asked if there are any other districts that have had outsourced custodial services for a full year. Mr. Hale answered that the Firth School District has done it for many years and Blackfoot School District has just begun. Another concern that Mr. Hale had is that the custodial company will not have keys to lock up the buildings and this will need to be discussed further.

### **XV. POLICY READINGS**

**Policy 8201, "High School Extracurricular Academic Eligibility"** is a revision of the policy. With the addition of the new advisory class at the high school, revisions to the requirements were needed for students to be academically eligible to participate in extracurricular activities. Students must be enrolled in and pass six out of seven classes that are offered each trimester. Also, every traditional student must be enrolled in an advisory class. Superintendent Gabrylczyk discussed the Advisory Class where the advisory teacher will keep track of each student in their class, help them with any issues they may have, and keep them on track to graduate. Mr. Aldous questioned if children who are home-schooled can participate in extracurricular activities. Mr. Miller would like to add to the policy a clause about home-schooled children and their criteria to participate. Also, he would like to have clarified what "pass" means. Superintendent Gabrylczyk also gave each board member an IHSAA pass.

**A motion was made by Kent Miller and seconded by Wally Aldous to approve the second reading of the revision of Policy 8201, "High School Extracurricular Academic Eligibility." All board members present voted aye. Motion passes 4-0.**

### **XVI. SNAKE RIVER EDUCATION FOUNDATION REPORT**

A report was not given.

### **XVII. SNAKE RIVER ACTIVITIES FOUNDATION REPORT**

Kent Miller brought the board up-to-date on the Snake River Booster Club, which is operated under the Snake River Activities Foundation. On August 23, 2014 at 6 p.m. there will be the first annual barbeque and fundraiser at the high school. It will be a family event. Also, the unveiling of a bronze panther statue will take place in the commons area. He invited all of the board to come.

### **XVIII. SNAKE RIVER SCHOOL/COMMUNITY LIBRARY REPORT**

Rachel Grimmatt from the School/Community Library gave a report on activities that took place at the library. The Summer Reading Program was very successful with 90 children attending from preschool to kindergarten, Grades K-6 attendance was 273, 6-13 attendance was 300, 13 year-olds attendance was 30, 14 year-olds attendance was 28, and 15 year old attendance was 15-23 that attended all of the time. A total was about 440 but about 403 came every week. The library also sponsored a crocheting class for both adults and also for children and also sponsored a mother-daughter book club. The library would like to begin a guy read for boys 8-12 and their dads. They will also start a quilting class and teach how to use the new machine, which is called an active cutter. Mrs. Grimmatt also discussed that there are many who would like the library to begin community education classes with the top request being Excel. In the future, with the addition of the advisory class and some students not having cars to go to lunch, they would like to have a common core reading book available for them to read. A 3-D printer was purchased and they are excited about that. Cody Marshall, an engineering student, will be present for a month on Thursdays for those who are interested in robotics. Story Time will begin on September 9 and will be Tuesday, Wednesday, and Thursday morning. The first library night will be Monday, August 25, 2014 at 6:30 p.m. and is held once a month. Mr. Martin asked if the library was fully staffed and Mrs. Grimmatt said that they were.

### **XIX. MEET THE BOARD RECEPTION**

The "Meet the Board Reception" will be held September 17, 2014 at 6:15 p.m., 45 minutes before the board meeting.

### **XX. IDAHO SCHOOL BOARD ASSOCIATION WORKSHOP**

The ISBA Annual Workshop will be November 12-14, 2014 in Boise at the Riverside Hotel and Convention Center. Registration opens August 25<sup>th</sup>. Bill Martin, Wally Aldous, and Kent Miller would like to go and arrangements will be made.

**XXI. 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: Annis Williams, aye; Kent Miller, aye; Bill Martin, aye; and Wally Aldous, aye. Kim Kunz was absent. Motion passed 4-0.

The board went into Executive Session at 8:50 p.m. Also attending were Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs. Personnel issues and exempt records were discussed.

**XXII. RETURN TO REGULAR SESSION**

It was moved by Kent Miller and seconded by Wally Aldous to return to Regular Session. All the board members present voted aye. Motion passed 4-0.

The board returned to Regular Session at 9:34 p.m.

**XXIII. SUPERINTENDENT'S CONTRACT**

A motion was made by Wally Aldous and seconded by Bill Martin to approve the superintendent's contract terms as amended in the January and August executive sessions. All the board members present voted aye. Motion passed 4-0.

**ADJOURN**

A motion to adjourn was made by Kent Miller. All the board members present voted aye. Motion passed 4-0.

The meeting was adjourned at 9:35 p.m.

ATTEST:

*Terisa Coombs*  
Clerk

*Bill Martin*  
Chairman

09-17-14  
Date