

**Snake River School Board of Trustees
Held at the Snake River District Office
103 South 900 West, Blackfoot, Idaho 83221
Wednesday, December 17, 2014**

I. WELCOME AND ROLL CALL

Chairman, Bill Martin called the meeting to order at 6:30 p.m. Board members present were Bill Martin, Wally Aldous, Kent Miller, Annis Williams, and Kim Kunz. Also attending were Superintendent Mark Gabrylczyk, Board Clerk Terisa Coombs, Karli Thompson, Arynne Hoge, Michael Hoge, Amber Anderton, Julie Reed, Michael Vogler, Jennifer Vogler, Marci Van Orden, Carolyn Anderson, Kamille Watt, Katie Mathis, Braidon Stokes, Audra Stokes, Elaine Asmus, Kurt Asmus, Natalie Raymond, Libbie Calzada, Laurie Grayson (SREA), Sally Nelson, Reed Nelson, Jamie Thomas, Carol Hepworth, Mike Hepworth, Alyona Mecham, Jane Reynolds, Sherrilynn Bair, Mark Bair, Sarah Thompson, Berna Mangum, Ed Jackson, Rhonda Butt, Julie Van Orden, LeighAnn Sensenbaugh, Rhonda Butt, Quinn Lindsay, Julie Wada, Chris Nelson, Bonnie Egbert, and Leslie Mielke (Morning News) .

II. PRAYER OR PLEDGE OF ALLEGIANCE

Kim Kunz opened the meeting with the Pledge of Allegiance.

III. EXECUTIVE SESSION

Under Idaho Code 67-2345 (1b) and (1d), Annis Williams motioned 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; Annis Williams, aye; Kent Miller, aye; Wally Aldous, aye, and Kim Kunz, aye. Motion passed 5-0.

The board went into Executive Session at 6:33 p.m.

IV. 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 7:02 p.m.

V. APPROVAL OF AGENDA

Kim Kunz moved and Kent Miller seconded to approve the agenda as presented. All the board members present voted aye. Motion passed 5-0.

VI. SNAKE RIVER HIGHLIGHTS

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

VII. PATRON FORUM

The Patron Forum Disclaimer was read by Chairman Martin. Each patron was given a three minute time limit.

Karli Thompson: (Patron with children in the district) Mrs. Thompson said that she previously had talked with board members about her comments. She discussed concerns regarding people skills from the administration top down. She feels that teachers use their expertise to teach and raise the district to a higher standard. Her concern is that district administration is trying to ostracize and demean teachers. She worries that teachers are leaving the district. Mrs. Thompson said 20 teachers were interviewed who said that they will not come back if they are under the same supervision. Also, she said that last year there were 16 staff members who quit and she believes it was for the reason. She believes that a loss of teachers in the middle of the year usually doesn't happen unless there is something wrong with communication, collaboration, and people skills. Mr. Miller asked Mrs. Thompson about previously addressing her comments to all of the board members and in what form did it come to them. Mrs. Thompson said that she sent the email to Mrs. Williams and Mr. Aldous and requested that it be forwarded on to the other board members. At this time, Chairman Martin cautioned those present to keep their comments directed to the board and to not direct them to any leadership or office in the district.

Marcie Van Orden: (Patron with children in the district, Snake River Education Foundation President for past three years) Ms. Van Orden discussed her thoughts on morale in the district. With her position as the Education Foundation President, she has spoken with teachers asking them how they are doing. She believes that they are very downtrodden and overwhelmed. Her mother was a teacher in the district and she spoke from experience of having a teacher in her family. She emphasized that building a positive relationship with students was the greatest motivator for the children. She believes that the highest motivator for teachers was a positive relationship and school environment where fellow staff and administrators were encouraged to communicate, cooperate, and collaborate with each other and work through things together. The administrator had an open door policy where solutions were discussed in an unthreatening and peaceful environment. Mrs. Van Orden sees the teachers in the district and she knows that they love the children and they love to teach. She says that the teachers come to her and feel like they can talk. She sees a tremendous amount of fear and reluctance to either ask for help or discuss openly things that need to be addressed. The teachers are tired, threatened, and they are afraid of losing their jobs. She feels the teachers are made to feel incompetent and the stress level is driving the teachers, even the best, to look for other jobs. She thinks the greatest resource is the staff and teachers in our district and that a good working environment for teachers will help students achieve.

Julie Van Orden (State Representative) Representative Van Orden explained that there are a lot of changes being made in education at this point in time, not only in our state but across the nation with the stress being attributed to transferring from State Standards to Common Core (Idaho Standards). She states that losing teachers through this whole process is not only happening in Snake River. A lot of teachers are leaving across the state because of this reason. She is not sure that this is what it is happening in Snake River though. She explained that the state is trying to support teachers as much as they can. She knows that teachers feel frustrated, parents feel frustrated, and administrators feel frustrated. Changing the curriculum to something this different causes a lot of stress. She believes that within the last 8-12 years, administration from the state has caused a lot of stress for teachers. Teachers have been made to feel like they are not worth much and the morale across the state has gone down. She relayed that understands that. They are working to get things in place to get more money into the districts and the teachers. Leadership Premiums were given this last year to help with teachers and classrooms.

Laurie Grayson (President of the SREA): Mrs. Grayson spoke in the Patron Forum to speak for the teachers, members and nonmembers alike. Mrs. Grayson quoted from the Code of Ethics for Idaho professional educators. She came to provide input to the local board and to help the professional relationships with colleagues and governing boards with integrity and to encourage a climate to exercise professional judgment and encouragement.

Carolyn Anderson (Teacher at the High School): Ms. Anderson agreed with Representative Van Orden that teachers have a whole different set of standards and a different way they need to teach. She agreed that it has been stressful. She thinks that if you spoke to any teacher in this district, however, they would not say that the reasons Mrs. Van Orden gave are the same reasons why teachers are leaving or why teachers are unhappy in Snake River. She said that if you speak to any teacher in this district, they would tell you that they are happy to get on board with whatever direction the State mandates. They are happy to teach to those standards and to conform to whatever stresses those may bring. Mrs. Anderson believes that the stress causing teachers in this district to leave are the way teachers are being treated and how they are made to feel.

Rhonda Butt (Patron): Mrs. Butt discussed her opinions on what is happening in the Snake River District regarding professional development. She would like the district to rethink the way the professional development money is spent and also look at how finances are being used. Mrs. Butt also believes that the district does not need a curriculum director and that there is a need for more classroom teachers.

VIII. CONSENT AGENDA

Minutes: Special Meeting of November 7, 2014 and Regular Meeting of November 19, 2014.

Retirement: Julie Morgan, Riverside Third Grade Teacher (30 years); Mary Lou Delacruz, Moreland Custodian (15 yrs).

Resignations: Rebekah Fanning, Jr. High Special Ed Parapro; Coleen Thomas, High School Custodian; Steffanie Beasley, Jr. High Custodian.

New Hires: Kim Adams, Riverside Third Grade Teacher; Coleen Thomas, Jr. High Special Ed Parapro.

Budget Report & Claims Payable for November, 2014.

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

IX. LEVY PRESENTATION

Superintendent Gabrylczyk presented information concerning the district's financial situation and discussed the Budget Audit Reports for the last three years. (See the PowerPoint Presentation) In 2012, the fund balance ending was \$1,299,433,000. He explained that the reason there is an "actual" on the right hand side is because that year the school district received funding from the Federal Government in the Job Stimulus Bill and there were some other transfers that the state allowed school districts to transfer so there was about \$500,000 with all of transfers and stimulus money. If the district didn't have that one time money, the fund balance would be at \$695,000. In 2013, the fund balance was \$783,826. The expenses exceeded the revenue that was coming in. In 2014, the district was able to establish a fund balance of \$852,921. There was a net change of \$69,095 so we went from a negative \$500,000 to a net change of being in the positive at \$69,000. The district also had a carryover in 2013 to 2014 of \$850,000. The district has been very conservative with spending. Superintendent Gabrylczyk discussed the types of additional revenue and services raised. The total additional revenue and services that have been raised in two years is \$798,196. If the Americorp Grant comes through next year, we will be over 1 million dollars, which he is very excited about.

Superintendent Gabrylczyk also discussed student achievement, ACT and SAT summative assessments, formative assessments, and comparisons of scores with surrounding school districts. He was concerned about what the summative assessment scores say about those kids who are going to college as they were lower than the state average. Superintendent Gabrylczyk looked at the trends in the data. It shows that our district had significant growth between 2012 and 2014. He also discussed the Star Rating System. He is excited about the progress the district is making, not only financially but academically.

In 2012, the community was asked to approve a loan (supplemental levy) for \$900,000 to help the district financially. This year, if approved, the community will be asked to approve a \$775,000 levy, a decrease of \$125,000. This is about the students and community. The superintendent recommended that the board approve the Resolution Calling for a Supplemental Levy.

At this time, Chairman Martin asked if there were any questions the public wanted to ask.

Sarah Thompson (patron and employee): Mrs. Thompson asked about the accuracy of the student achievement data that was presented and also asked about teacher training. Superintendent Gabrylczyk explained that teachers have received training from Renaissance Learning, Star training, etc. Mrs. Thompson also asked the board what was going to happen if the levy didn't pass. She said that she felt that money was not being used conservatively or wisely. She was concerned about training teachers in different states that she doesn't feel was necessary. Superintendent Gabrylczyk discussed House Bill 65, which gives school districts state funding for professional development planning.

Rhonda Butt was confused about Superintendent Gabrylczyk calling the levy a loan and asked for clarification. Chairman Martin clarified that the levy was not a loan.

LeighAnn Sensenbaugh wanted to know if there were other ways of making cuts instead of cutting teachers. Superintendent Gabrylczyk referred to the graph of the district's budget showing that 86% of our budget is salaries and benefits of teachers.

Arynne Hoge asked about the Star Enterprise testing and Chairman Martin asked her and all patrons to ask all questions about the upcoming levy. Mrs. Hoge then asked what the levy is being used for and Chairman Martin said that it would go into the district's general fund to keep the district going. Without the levy, the district would be around \$500,000 short of covering the operating costs and because of this, cuts would need to be made. Chairman Martin said that because the district has done so well saving, managing, and finding money in the past is why the district's financial situation is better today than it was in 2012. If the levy is not approved, the district can't pay the bills.

Quinn Lindsay (Patron) wanted to know if the board could be more specific as to where cuts will be made if the levy does not pass. She said that she knew there will be staff cuts but wanted to know if there was a Plan B. Mrs. Lindsay wanted the board to be specific so she will know how this would affect the children. Chairman Martin said that it will be tough and there would need to be stiff cuts. Mrs. Lindsay said that as a patron she needs to be able to weigh how important the levy is, how the money will be spent and if she thinks money will be spent wisely.

Arynne Hoge wanted to know how much class size would increase if the levy didn't pass. Superintendent Gabrylczyk discussed the difficulty of answering as the legislative session is not over and their decisions are not made concerning the state budget yet.

Rhonda Butt asked about the timeline of the levy. Superintendent Gabrylczyk said that if approved tonight, the community would vote in March.

Julie Wada (Patron) asked the board where the money for technology comes from. As a parent, she would rather her children have teachers in their classroom instead of having a Chromebook in their hand. Superintendent Gabrylczyk answered that there is money earmarked for technology and that the Chromebook investments came from a grant that was received. The ChromeBooks were purchased to help with the SBAC testing and the needed technology.

Jamie Thomas (Patron) was concerned about having carts of ChromeBooks and only one textbook for five classes. Superintendent Gabrylczyk answered that he wouldn't waste money on textbooks because of the all the updates that are constantly being made. He said that he would be happy to visit with her about this at a later date.

Sarah Thompson commented on her concerns about Engage New York, a curriculum program, that does not have a textbook to learn from and feels that she is unable to help her children at home as the program is not user-friendly. She also discussed the heating at Rockford Elementary being set at 75 degrees, which she feels is too high, and she has concerns that this is not good management. Superintendent Gabrylczyk will have maintenance look into it.

Leslie Mielke (Morning News) asked if the \$775,000 would be each year for two years. Chairman Martin said that yes that was correct.

LeighAnn Sensenbach said that she was told in 2012 that there would not be teacher cuts if the levy at that time did not pass, but the levy passed and teachers were still cut. Superintendent Gabrylczyk said that 5 positions were cut, not teachers. He also explained that the district, at this time, is a half teacher under the state allocation for teachers.

Quinn Lindsay was concerned about a rumor that was going around in the community about an option that if the levy does not pass our district will move over to a charter type of school. This would mean that teachers would be cut and the district would move into a blended-learning situation. If this happened, she wanted to know if the funding would change, receiving charter funding rather than school district funding. Julie Van Orden answered that a district cannot convert to a charter. Chairman Martin thinks that if the levy didn't pass, it would result in bigger class sizes and elective classes would have to go on-line. Mrs. Lindsay asked if the on-line elective classes would be funded through the families, not through the district. Superintendent Gabrylczyk said that the state usually provides some type of compensation for IDLA. Chairman Martin said that if the levy didn't pass, the board would form committees with community input to see exactly where the cuts could be made.

A patron asked that if funding comes through in April resulting from legislation decisions, would there still be a need to run the levy. Chris Nelson answered that if the levy election is successful and state funding increases, the board has the option in June to reduce the level of the requested levy. Chairman Martin discussed the contingency of 3.5%, which means the district needs that much money on hand in the saving account.

At this time, Chairman Martin, gave the option to the patrons to leave the meeting if they so wished. After this, the board continued discussion concerning the levy. A copy of the Supplemental Levy Resolution is included.

A motion was made by Kent Miller and seconded by Kim Kunz to approve the levy as presented in the amount of \$775,000 each year for two years. All the board members present voted aye. Motion passed 5-0.

X. STUDENT TEACHER

Idaho State University is asking to place Deven Welker, a student teacher, at Snake River High School. He will be working under Jackie Alvarez, Spanish Teacher, and Jay Millan, History Teacher, for 12 weeks from January 12, 2015 through May 7, 2015. This arrangement has been approved by Mr. Jackson and Superintendent Gabrylczyk.

A motion to approve Deven Welker as a student teacher under Jackie Alvarez and Jay Millan at Snake River High School from January 12, 2015 through May 7, 2015 was made by Kim Kunz and seconded by Wally Aldous. All the board members present voted aye. Motion passed 5-0.

XII. RESCHEDULE JANUARY BOARD MEETING

The regular board meeting in January is to be held at the high school on January 21, 2015, usually on the third Wednesday, but there is a conflict with the high school principal and some of the board members. Discussion was held.

A motion to reschedule the regular January board meeting at Snake River High School from January 21, 2015 to January 28, 2015 was made by Annis Williams and seconded by Kent Miller. All board members present voted aye. Motion passed 5-0.

XIII. SCHEDULE WORK MEETING

The Board of Trustees wanted to schedule a special board work meeting to review multiple policies. Discussion held.

A motion to hold a work meeting on January 16, 2015 at 9:00 a.m. at the district office was made by Kent Miller and seconded by Wally Aldous. All the board members present voted aye. Motion passed 5-0.

XIV. POLICY READINGS

SECOND READINGS

Policy 8111, "Attendance—Jr. High and High School" This policy is new and is in conjunction with Policy 8110, Attendance. Form 8111f1 is the Prearranged Absence Form that is used when a student is absent over five days. Any absences over the five allowed days must be approved in advance using this form for any extended absence. A copy of this policy is included in Spanish.

Policy 6114, "Make-Up Work" is a revision of the policy changing the number of allowed days from six to five days a trimester. This is a needed revision to coincide with Policy 8110, Attendance.

Policy 6774 and 6774p (670 EMT), "Special Education for Exceptional Children" This is a revision of the policy to approve the adoption of the state updates to the Special Education Manual with the procedure that implements the policy.

Policy 4370 (970 EMT), "Service Animals" is a new policy. This policy directly follows the regulatory requirements making it clear that staff cannot require any documentation regarding a service animal and may only ask two specific questions, as outlined in the policy. This policy was reviewed and approved by the Office for Civil Rights for use by Idaho School Districts.

Policy 606 (EMT), "Selection of Curriculum Materials" This policy is new and is updated to clarify that the board may adopt their own curricular materials consistent with the provisions of Idaho Code Section 33-512A and Idaho content standards as established the SBOE (SB1377).

Kent Miller moved and Kim Kunz seconded to approve the second reading of Policy 8111 and form 8111f1, "Attendance—Jr. High and High School," Policy 6114, "Make-Up Work," Policy 6774 and 6774p (670 EMT), "Special Education for Exceptional Children," Policy 4370 (970 EMT), "Service Animals, and Policy 606 (EMT), "Selection of Curriculum Materials." All the board members present voted aye. Motion passed 5-0.

FIRST READINGS:

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.

Annis Williams moved and Kim Kunz seconded to approve the first reading of 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.

XV. ISBA DAY ON THE HILL

The ISBA Day on the Hill will be held on February 16-17, 2015 (Monday and Tuesday). Registration opens January 5th. Hotel reservations can be made at the Grove Hotel in Boise. All board members would like to go except Chairman Martin, who will be out of town. Julie Van Orden discussed that there will be a lot of things happening in the education arena this year and the governor's priorities.

X. EXECUTIVE SESSION

Under Idaho Code 67-2345 (1b) and (1d), Annis Williams motioned 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; Annis Williams, aye; Kent Miller, aye; Wally Aldous, aye; and Kim Kunz, aye. Motion passed 5-0.

The board went into Executive Session at 8:43 p.m. Also attending were Superintendent Mark Gabrylczyk, Board Clerk Terisa Coombs and Laurie Grayson (SREA). Personnel issues were discussed. Laurie Grayson left Executive Session at 10:35 p.m. Chris Nelson came into Executive Session at 10:35 p.m., personnel issues were discussed, and she left at 10:40 p.m. Board Clerk Terisa Coombs was excused from Executive Session at 10:40 p.m.

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.

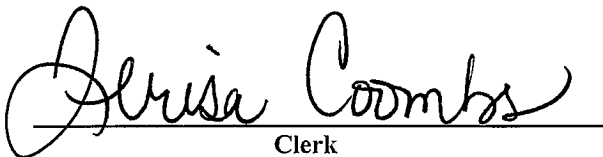
The board returned to Regular Session at 11:25 p.m.

XII. ADJOURN

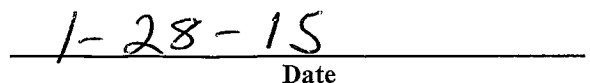
A motion to adjourn was made by Wally Aldous. All the board members present voted aye. Motion passed 5-0.

The meeting was adjourned at 11:25 p.m.

ATTEST:


Clerk


Chairman


Date