

**Snake River School Board of Trustees**  
**Held at the Snake River District Office**  
**103 South 900 West, Blackfoot, Idaho 83221**  
**Wednesday, February 18, 2015**

**I. WELCOME AND ROLL CALL**

Vice Chairman Wally Aldous called the meeting to order at 7:00 p.m. Board members present were Wally Aldous, Kent Miller, and Annis Williams. Kim Kunz arrived at 7:05 p.m. and Chairman Bill Martin was absent. Also attending were Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs.

**II. PLEDGE OF ALLEGIANCE**

Annis Williams opened the meeting with the Pledge of Allegiance.

**III. APPROVAL OF AGENDA**

**Kent Miller moved and Annis Williams seconded to amend the agenda adding RFP's for internet service and Fiber/Wide Area Network due to legislative action taken on February 17, 2015. A roll call vote was taken: Annis Williams, aye; Kent Miller, aye; Wally Aldous, aye; Kim Kunz and Bill Martin were absent. Motion passed 3-0.**

**IV. PATRON FORUM**

Joann Tominaga spoke about teacher evaluations being attached to 33% of student performance. She believes tying evaluations into something that teachers cannot control is hard. Mrs. Tominaga discussed her student's STAR test scores. At first they were down. She then gave the students motivation to buy into taking the tests seriously. The student's scores drastically showed improvement and they were very excited. Out of two classes of English, she had four students who did not gain ground. Those four students are currently at the top of the pack where it is really hard to show growth. Out of two classes, she is not giving a final exam because of the growth on the STAR test. Mrs. Tominaga was worried about what happens when the students know that 33% of the teacher's evaluation is tied to their performance. They may not like a teacher or they are having a bad day. She believes that the district cannot afford to lose teachers. She asked the board to consider this presentation when they discuss the policy on teacher evaluations. Mr. Miller commented that this policy is not only for teachers but also administrators and the superintendent. Superintendent Gabrylczyk talked about evaluations being about accountability and achievement. Mr. Miller also added that there is room for thought on strategy on how to do evaluations because there also needs to be a way to motivate students.

Kim Kunz arrived at 7:05 p.m.

**V. IDAHO STATE UNIVERSITY COLLEGE OF TECHNOLOGY PRESENTATION**

Superintendent Gabrylczyk invited to the Idaho State College of Technology to give a presentation about their programs. In April, there will be a Parent University to showcase these programs. Lawrence Beady, Energy Systems Program Director, discussed technical education and how it has changed. He explained that there is a significant skills gap and having the right marketable skill is tremendously valuable in areas like healthcare, STEM areas, controls technicians, computer science technicians, and engineering technicians. He says that there is a huge demand and businesses are struggling to fill the gaps. He believes that technical education is a way to do that and there should be a more effective relationship between school districts and colleges and universities. Mr. Tom Putnam discussed the key is to make sure that pipeline development is understood in terms of transitioning from secondary to postsecondary education. They want students to understand that there are more options to postsecondary education. They also want students to be prepared and get a jump start on their education. Darren Leavitt discussed his program of drafting. They are finishing up the second year of the drafting class at the high school. An Applied Math Class was also started and it has been successful. Mr. Beady discussed the Energy Systems Technology Education Center at ISU and invited the board to visit the Center. Electronics is the basis of about everything today. Mr. Beady would like to bring a program to Snake River called NIDA, a company who provides hardware. The biggest problem they are finding is getting laboratories in high schools because purchasing equipment is expensive. NIDA gave ISU some equipment that has electronic cards that are tied to a computer and the computer is tied to the network back to the university. This enables them to see what students exactly do. They are able to essentially take their electronics lab and put it on a desk in the library. It is structured in such a way that the electronics teacher does not need to be in the school. Mr. Aldous asked how long it would take to get something in place. Mr. Beady said that it would take a week or so. It is ready to go but the optimum time to start would be at the start of the next school year. Mr. Miller asked what their requirements would be for supervision. Mr. Beady said that all they need is a contained supervised environment.

Helen Park, Department of Languages and Literatures, and Paula Belch from the Idaho State University Physician Assistant Program, discussed increasing enrollment of more diverse population into the Physician Assistant Program. They would like to offer a Spanish Medical Terminology class. There is a need for more providers who can speak more than one language to be able to serve entire populations. They would like to help students at Snake River if they are interested in healthcare. Dynamics of the classes were discussed. Mr. Miller asked if this class would be taught in the classroom. Ms. Park said that it would be distance learning and classroom teaching combined. Mrs. Williams asked what the prerequisite for this program would be. Native speaking students will be given a placement exam and most could go right into the program. For other students, it would require one year of Spanish to make sure there is basic grammar. Mrs. Williams also asked about matching up our trimester to their semester program. Mrs. Park said that they are willing to adjust to our district's schedule. Superintendent Gabrylczyk extended gratitude for taking the time to give this presentation.

#### VI. SNAKE RIVER CHEERLEADER MASCOT PRESENTATION

The Snake River High School Cheerleaders feel it is time to get a new and improved mascot. They will be having a competition to raise money for a new mascot. The end of voting will be at the end of basketball districts, the first of March. They hope to raise enough money to pay for the costume.

#### VII. RFP'S FOR INTERNET SERVICE AND FIBER/WIDE AREA NETWORK (WAN)

Steve Schellenberg explained the need to publish an RFP for internet service and an RFP for fiber/wide area network (WAN) service because of the failure of the IEN State contract. The district needs to acquire short-term (until the end of the year) internet service. The other part is what is needed to be done for the coming school year, 2015-16. ENA has worked a deal with CenturyLink to be able to continue services for the short-term. The cost of the short-term internet will be reimbursed. For the long-term, the district has been advised to file some forms for E-rate, or request for bid, which we have done. The RFP's have also been done. There is a mandated 28 days for the bidding to take place. The final date for bid submissions will be 4 p.m. on March 17, 2015 to the board clerk.

#### VIII. ISBA DAY ON THE HILL REPORT

Superintendent Gabrylczyk, Mr. Aldous, Mr. Miller, and Mr. Kunz went to the ISBA Day on the Hill. They felt it was a good experience and enjoyed the House Education Committee presentation. They learned about the political climate and what is going on at the state levels. They also felt a common theme of the legislature wanted to connect money input to student achievement.

#### IX. FUTURE AGENDA ITEMS

- a. Cottage Meetings—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. Also concerning the levy, Bingham County Elections would like to invite board members only to come to a public test of the ballot and election machines on Friday, February 20, 2015 at 10:00 a.m. in the Commissioner's Chamber.
- b. Next Board Meeting—March 18, 2015.

#### X. CONSENT AGENDA

**Minutes:** Regular Meeting of January 28, 2015, Special Meeting of February 12, 2015.

**Retirement:** Marian Cummings, High School Business Education Teacher (23 years);

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

**Property Disposal:** Riverside Elementary will dispose of multiple obsolete items including televisions, television stands, and a printer.

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

#### XI. DISTRICT CALENDAR

Mr. Bonney and the district calendar committee have worked on scheduling next year's 2015-2016 calendar. There are two calendars to choose from. The Power School program administrators must have a firm starting and ending date as soon as possible in order to set the schedule in PowerSchool. The state requires that district calendars be set in February. The differences in the calendars were discussed.

**A motion to approve the 2015-2016 District calendar #1 as presented was made by Kent Miller and seconded by Kim Kunz. All the board members present voted aye. Motion passed 4-0.**

#### XII. POLICY READINGS

##### SECOND READINGS:

**Policy 205 (EMT), "Strategic Planning"** This policy is new. HB521 directs each school district to develop a strategic plan that focuses on improving student performance. It also provides for professional development funding for boards and superintendents to be distributed on a reimbursement basis upon completion of training. For the 2014-2015 school year, the strategic plan must be adopted on or before August 1. For every year thereafter, the strategic plan must be reviewed and updated annually no later than August 1. Progress toward the goals outlined in the plan must also be included in the superintendent's evaluation. Discussion held.

**Policy 228 (EMT), "Board Member Conflict of Interest,"** This policy is new. Idaho Code distinguishes between compensated and non-compensated board members for such purposes; therefore, the policy has been updated to reflect the statutory requirements for executing a contract depending on whether the board member is paid for his or her service to the board. Additionally, this policy was updated to be more comprehensive and to clarify a board member's duty to disclose a conflict of interest, his or her obligation with respect to the receipt of gifts, and under what circumstances the board may employ a board member's spouse per HB568. Discussion held.

**Policy 305 (EMT), "Superintendent Evaluation"** This policy replaces Policy 3020. It was developed to reflect statutory and administrative rule requirements regarding superintendent evaluations. These rules both require that certificated instructional employees, principals, and superintendents receive an evaluation in which at least thirty-three percent (33%) of the evaluation results are based on multiple objective measures of growth in student achievement as determined by the board of trustees and based upon research.

**Policy 310 (EMT), “Principal Evaluations”** This policy replaces Policy 3075. It was modified to reflect principal specific evaluation requirements to comply with the requirement that principal evaluation policies be submitted to the state for approval by July 1, 2014. It outlines principal evaluation requirements per IDAPA and Idaho Code.

**Policy 442 (EMT), “Code of Ethics for Certificated Employees and 442F1 – Code of Ethics Acknowledgement Form”** This policy replaces Policy 3010. This policy was updated to reflect revisions to the Code of Ethics for Idaho Professional Educators. **442F1 – Code of Ethics for Certificated Employees: Acknowledgment of Receipt** was developed and included for those districts wishing to require employees to sign and acknowledge receipt of the code and an understanding of the employee’s obligations and responsibilities under the code.

**Policy 443 (EMT), “Certificated Employee Evaluations”** This policy replaces Policy 7150. This certificated employee evaluation policy outlines evaluation requirements per IDAPA and Idaho Code.

**Policy 500 (EMT), “Statement of Guiding Principles”** This policy is new and is intended to accurately reflect the intent of the Idaho Constitution’s provision related to education.

**Policy 607 (EMT), “Elementary School Required Instruction”** This policy is new. It reflects the updated administrative rule.

**Policy 608 (EMT), “Junior High School Required Instruction.”** This policy is new. This policy reflects the current administrative rule (revised previous to the 2014 legislative session) requirements regarding junior high school instruction, including the need to develop a student learning plan by the end of 8<sup>th</sup> grade.

**Policy 631 (EMT), “Open Enrollment”** This policy replaces Policy 8150. The open enrollment form was changed to add a principal signature line and also added was a notation that the accepting principal would need to contact the in-district principal from the year prior before approving the request. Mr. Miller asked about an appeals process to the board and they wanted more time before passing this policy. This policy will be tabled until the next board meeting.

**Policy 740 (EMT), “Duties of School Bus Drivers”** This policy is new. SB1232 shields a school bus driver from civil or criminal liability in the event he or she comes to the aid of a rider who may be in danger and does so in good faith. The policy has been modified to include such language, as well as the requirement that the bus not be operated in excess of its maximum occupancy.

Kent Miller moved and Annis Williams seconded to approve the second reading of Policy 205 (EMT), “Strategic Planning, Policy 228 (EMT), “Board Member Conflict of Interest,” Policy 305 (EMT), “Superintendent Evaluation,” Policy 310 (EMT), “Principal Evaluations,” Policy 442 (EMT), “Code of Ethics for Certificated Employees and 442F1 – Code of Ethics Acknowledgement Form,” Policy 443 (EMT), “Certificated Employee Evaluations,” Policy 500 (EM T), “Statement of Guiding Principles,” Policy 607 (EMT), “Elementary School Required Instruction,” Policy 608 (EMT), “Junior High School Required Instruction,” Policy 740 (EMT), “Duties of School Bus Drivers, and to table Policy 631 (EMT), “Open Enrollment.” All the board members present voted aye. Motion passed 4-0.

### XIII. EXECUTIVE SESSION

Under Idaho Code 67-2345 (1b) and (1d), Kim Kunz motioned and Kent Miller seconded to go into Executive Session to discuss personnel issues and student discipline, and (1d) exempt records. A roll call vote was taken: Annis Williams, aye; Kent Miller, aye; Wally Aldous, aye; and Kim Kunz, aye. Bill Martin was absent. Motion passed 4-0.

The board went into Executive Session at 8:45 p.m. Also attending were Superintendent Mark Gabrylczyk and Board Clerk Terisa Coombs. Student discipline and exempt records were discussed. Board Clerk Terisa Coombs left Executive Session at 8:55 p.m. Personnel and exempt records were discussed.

### XIV. RETURN TO REGULAR SESSION

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

The board returned to Regular Session at 9:40 p.m.

### XV. 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 9:40 p.m.

ATTEST:

Trisa Coombs  
Clerk

Bill Martin  
Chairman

3-18-15  
Date