

Snake River School Board of Trustees
Held at the Snake River Junior High School
918 West Hwy 39, Blackfoot, Idaho 83221
Wednesday, March 9, 2016

1. WELCOME AND ROLL CALL

Chairman Kent Miller called the meeting to order at 7:00 p.m. Board members present were Kent Miller, Bill Martin, Kim Kunz, and Carol Hepworth. Annis Williams arrived at 7:10 p.m. Also attending were Superintendent David Kerns and Board Clerk Terisa Coombs.

2. PRAYER/PLEDGE OF ALLEGIANCE

Kim Kunz opened the meeting with a prayer.

3. APPROVAL OF AGENDA

On Item #10, Policy Readings, Policy 7560, "Personnel Files" needs to be changed to 7570, "Personnel Files" as there was a typo made in the policy numbers on the agenda.

A motion was made by Kim Kunz and seconded by Bill Martin to approve the agenda as amended, changing Policy 7560 to Policy 7570. All board members present voted aye. Annis Williams was absent. Motion passed 4-0.

4. CONSENT AGENDA

Minutes: Regular Meeting of February 17, 2016.

New Hires: Ronda Simper, District Food Service Supervisor; Rhonda Payne, Moreland Cook's Helper; Marc Pange, Bus Driver; Karen Sasser, Bus Driver.

Budget Report, Payroll, & Claims Payable for February 2016.

A motion to approve the Consent Agenda as presented was made by Carol Hepworth and seconded by Kim Kunz. All other board members present voted aye. Annis Williams was absent. Motion passed 4-0.

5. PATRON FORUM

There were no comments at this time.

6. JUNIOR HIGH SCHOOL PRINCIPAL PRESENTATION

Principal Bryce Salmon gave a brief presentation on things that are happening at the junior high school. He discussed the demographics of the junior high including enrollment, activities, and student houses. Student houses are groups of 7th and 8th grade students made up of two different PAWS classes. They are set up to give support to the students and to help them feel a part of the school. He also discussed that the junior high is still considered a priority school by the state, which means that they are eligible for grants. He discussed PAWS, regular student data review, Friday Intervention Time, RTI, PLC, and curriculum. Principal Salmon also discussed STAR data for English Language Arts and also Mathematics. Chairman Miller thanked Principal Salmon for all of his efforts and for the good things that are happening at the junior high.

Annis Williams arrived at 7:10 p.m.

7. BOARD TRAINING

Superintendent Kerns gave training on "How to Deal with Angry Patrons" from the Idaho School Board Association.

8. JUNIOR HIGH SCHOOL DANCE TEAM PRESENTATION

Christy Gardner, High School Dance Team Coach, presented her request to begin a dance team at the junior high. Mrs. Gardner would like to start training the children in the district earlier for dance competition. Joanna Marlow has volunteered to be the coach. The fee for being on the dance team would be \$550 a year. This would cover a camp, a music speaker, costumes, and competition fees. Chairman Miller asked about the competitions and where they would be held. She mentioned that there are junior high teams throughout the region that would provide competitions. She also mentioned that practice will be year round twice a week and that they would be open to practicing at different schools. Title IX should not be an issue as boys are allowed to try out and the team will not be classified as a "girls only" team. Mr. Martin asked about the high fee and if it would keep some students from trying out. Mrs. Gardner explained that \$550 is a pretty good deal if you compare this to professional dance teams. The board will consider approving the request and will have a fee hearing, if approved, at the April 20, 2016 meeting.

9. UPCOMING EVENTS

- a. Spring Break will be March 23-24, 2016.
- b. Next Board Meeting is April 20, 2016 and will be at Snake River High School at 7:00 p.m. in the choir room.

10. POLICY READINGS

FIRST READINGS:

Policy 7570. "Personnel Files." This policy is replacing and undating Policy 7570. "Personnel Records". Idaho Code Section 33-517 was revised during the 2014 legislative session to provide for a noncertificated personnel file that is consistent with 33-518: therefore, all personnel files should contain the same materials, and provide for notice of the addition of new materials and an opportunity for rebuttal. Discussion held. No changes were made.

Policy 7580, "Information on Past Job Performance." This policy is replacing and updating Policy 7580, "Certificated Personnel—Recruitment and Selection of Personnel". The language in this policy has been updated to clarify the requirements of Idaho Code Section 33-1210 with regard to applicants and obtaining past job performance information. **7580F1 – Release and Authorization Form (No Prior Public School Experience) and 7580F2 – Release and Authorization Form (Prior Public School Experience)** were updated. Discussion held. No changes were made.

Policy 7670, "Outside Employment." This policy is NEW and establishes guidelines for employees who work at another position outside of the district while continuing to work for the district. Generally, employees are allowed to obtain outside employment so long as it does not affect their ability to work for the district; they are not in a position that would result in a conflict of interest; and the outside employment is approved by the district (optional). **7670F1 – Request for Approval** has been provided for those districts that want their employees to notify and obtain approval for outside employment. The SREA had some deep concerns about this policy. The board agreed to table this policy and will be added to the next board meeting agenda in April as a first reading.

Policy 8442, "Bloodborne Pathogens." This policy replaces and updates Policy 8442 and has been developed in accordance with OSHA's Bloodborne Pathogen Standard. It provides guidance for minimizing or eliminating occupational exposure to bloodborne pathogens (infectious microorganisms) that can result in contracting disease. **8442F1 – Exposure Control Plan (ECP)** is a sample procedure provided by OSHA for implementing effective controls that eliminate or minimize such risk. Employees with occupational exposure are to be provided with a hepatitis B vaccination. Should an employee decline the vaccine, use **8442F2 – Hepatitis B Vaccine Declination Form**, which contains required language. Throughout the policy, each time the "responsible person" is mentioned, it needs to be changed to the superintendent. On page 2, under Methods of Compliance, items 6 through 11 in italics will be removed from the policy.

Policy 8443, "Automated External Defibrillators (AED)." policy is NEW and OPTIONAL; however, it should be adopted in its entirety if the district elects to implement an AED program. This policy also includes **8443P1 – Automated External Defibrillator (AED) Procedure**. Discussion held. No changes were made to this policy.

Policy 8446, "Food Allergies." This policy is NEW was developed to address the rising concerns associated with food allergies in schools. Students with severe food allergies may require the administration of epinephrine (this policy coincides with Policy 8421, Epinephrine Auto-injectors). Discussion held. No changes were made to this policy.

Policy 7460 and 7460p, "Safety Precautions with Blood." This policy needs to be deleted as Policy 8442, "Bloodborne Pathogens" takes its place.

Bill Martin moved and Carol Hepworth seconded to approve the first readings of Policy 7570, "Personnel Files;" Policy 7580, "Information on Past Job Performance;" Policy 8442, "Bloodborne Pathogens;" Policy 8443, "Automated External Defibrillators (AED);" Policy 8446, "Food Allergies;" to table Policy 7670, "Outside Employment;" and the deletion of Policy 7460, "Safety Precautions with Blood." All the board members present voted aye. Motion passed 5-0.

11. EXECUTIVE SESSION

Under Idaho Code 74-206 (1a) to consider the superintendent's contract; (1b) personnel; and (1f) pending litigation, Kim Kunz motioned and Carol Hepworth seconded to go into Executive Session. A roll call vote was taken: Annis Williams, aye; Bill Martin, aye; Kim Kunz, aye; and Kent Miller, aye. Motion passed 5-0.

The board went into Executive Session at 8:35 p.m. Also attending were Superintendent David Kerns and Board Clerk Terisa Coombs.

At 8:35 p.m., Paul Groesbeck entered executive session and pending litigation was discussed. Mr. Groesbeck left executive session at 8:50 p.m.

Principal Bryce Salmon entered executive session at 8:50 p.m. and personnel issues were discussed. Principal Salmon left executive session at 9:30 p.m.

At 9:30 p.m., the superintendent's contract was discussed until 9:38 p.m.

Superintendent Kerns left the meeting at 9:38 p.m. The Superintendent's contract was discussed until 10:08 p.m. Superintendent Kerns re-entered executive session at 10:08 p.m. and Superintendent's contract was discussed until 10:20 p.m.

12. RETURN TO REGULAR SESSION

It was moved by Carol Hepworth and seconded by Bill Martin to return to Regular Session. All the board members present voted aye. Motion passed 5-0.

The board returned to Regular Session at 10:20 p.m.

13. SUPERINTENDENT CONTRACT

It was moved by Carol Hepworth and seconded by Kim Kunz to table the decision on Superintendent David L. Kerns' contract. All the board members present voted aye. Motion passed 5-0.

14. ADJOURN

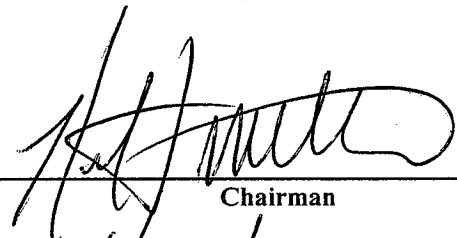
A motion to adjourn was made by Bill Martin. All the board members present voted aye. Motion passed 5-0.

The meeting was adjourned at 10:20 p.m.

ATTEST:



Clerk



Chairman
4/20/16

Date