

**Snake River School Board of Trustees
Held at Snake River Junior High
918 West Highway 39, Blackfoot, Idaho 83221
Wednesday, December 15, 2021**

1. CALL MEETING TO ORDER

Chairman Kent Miller called the meeting to order at 7:00 p.m. Other board members present were Marci VanOrden, Larin Mortimer, and Lon Harrington. Carol Hepworth was absent. Also attending were Superintendent Mark Kress and Board Clerk Terisa Coombs.

2. PLEDGE OF ALLEGIANCE

Marci VanOrden opened the meeting with a prayer.

3. APPROVAL OF AGENDA

A motion was made by Lon Harrington and seconded by Larin Mortimer to approve the agenda as amended according to Idaho Code 74-204(4)(b) to add Item #10, Action Item—Accept/Reject Agreement Between Board and Employee. An agreement was not reached to present to the Board until after the original agenda was posted. All board members voted aye. Motion passed 4-0.

4. PATRON FORUM

There were no comments for the patron forum.

5. INFORMATION ITEMS

a. Superintendent Report

1. Jr. High Principal Presentation:

Principal Rich Dunn discussed things that are happening at the Jr. High, most importantly he discussed the 7th and 8th grade interim ISAT results. He can see the areas that need improvement but was very impressed with scores overall. He is excited to be at the junior high to celebrate good things and to work with the staff and students.

2. Covid-19 Report:

Superintendent Kress gave a Covid-19 report. The district went to remote learning for two days right before the Thanksgiving break because attendance has been low because of an increased number of Covid cases. The district took the opportunity to go to remote learning because this would give everyone about a 10-day break from each other. He also reported that today it was announced this year's funding will be based on enrollment instead of average daily attendance (ADA), which is really good for the district as our attendance has been affected. Of note, because of the uncertainty of holding events during Covid, it was recently announced that the National Western Stock Show in Denver will go forward in January. The Ag Department usually goes to this trip but they need permission from the board. Because it was too late to add to the agenda this month, it will be added in January, which is after the show.

3. Skid Steer Update:

Superintendent Kress updated the board on the skid steer purchase. After the last board meeting and after recommendations and advice from board members, Superintendent Kress looked at purchasing a warranty plan. He found that it would end up costing the district more than the \$78,824 that the board allotted for the purchase. He continued to look around at different brands of tractors and found a unit that ended up being about \$14,000 less and came with a 48-month warranty, which is a better deal for the district. There has been some difficulty finding components. The bucket comes with the unit and the district already has an auger but he is trying to find a broom. Today, he was able to find the forks and a snow push, which will be delivered tomorrow by Hobby Time. Superintendent Kress appreciates the time and effort that has been put into finding the best fit for the district.

4. ISBA Conference Report:

Kent, Lon, and Superintendent Kress attended the ISBA Conference in Boise last week and reported on the conference. Superintendent Kress passed out awards that were received at the conference.

6. ACTION ITEMS:

a. Consent Agenda

Minutes: Regular Meeting of November 10, 2021; Special Meeting of November 30, 2021

Resignations/Retirement: Shannon Thomson, Middle School Kitchen Manager; Lindsay Prigmore, High School Library Assistant;

New Hires: Tara Erickson, Snake River Online Secretary; Lanette Hansen, Cook's Helper; Heidi Sasser (from 4 hours to 6 hours a day); Lindsay Prigmore, Jr. High Multimedia Specialist and Career Exploration.

Budget, Payroll and Claims Payable for November 2021

A motion was made by Marci VanOrden and seconded by Larin Mortimer to approve the Consent Agenda as presented. All board members voted aye. Motion passed 4-0.

b. Policy Readings:

Waive First Reading and Adopt:

Policy 5120, "Equal Employment Opportunity and Non-Discrimination

Policy 5130, "Administrative Leave"

Policy 5470, "Leaves of Absences- Military Leave"

Policy 5480, "Leadership Premiums"

Policy 5740, "Reduction in Force"

Policy 5800, "Classified Employment, Assignment, and Grievance"

Policy 5800P, "Classified Employee Grievance Procedure"

Policy 5820, "Evaluation of Non-Certificated Staff"

Policy 5825, "Evaluation of School Bus Drivers"

Policy 5830, "Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers"

Policy 5830P, "Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers"

A motion was made by Larin Mortimer and seconded by Lon Harrington to waive the first reading and adopt Policy 5120, "Equal Employment Opportunity and Non-Discrimination;" Policy 5130, "Administrative Leave;" Policy 5470, "Leaves of Absences- Military Leave;" Policy 5480, "Leadership Premiums;" Policy 5740, "Reduction in Force;" Policy 5800, "Classified Employment, Assignment, and Grievance;" Policy 5800P, "Classified Employee Grievance Procedure;" Policy 5820, "Evaluation of Non-Certificated Staff;" Policy 5825, "Evaluation of School Bus Drivers;" Policy 5830, "Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers;" Policy 5830P, "Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers." All board members present voted aye. Motion passed 4-0.

First Readings:

Policy 5320, "Drug- and Alcohol-Free Workplace"

Policy 5320P, "Drug and Alcohol Abuse Testing Program"

Policy 5410, "Family and Medical Leave"

Policy 5410P, "Family and Medical Leave Procedure"

Policy 5500, "Personnel Files"

Policy 5500P, "Procedures for Releasing Personnel Records to Hiring Districts"

Policy 5810, "Compensatory Time and Overtime for Classified Employees"

A motion was made by Lon Harrington and seconded by Marci VanOrden to approve the first reading of Policy 5320, "Drug- and Alcohol-Free Workplace;" Policy 5320P, "Drug and Alcohol Abuse Testing Program;" Policy 5410, "Family and Medical Leave;" Policy 5410P, "Family and Medical Leave Procedure;" Policy 5500, "Personnel Files;" Policy 5500P, "Procedures for Releasing Personnel Records to Hiring Districts;" Policy 5810, "Compensatory Time and Overtime for Classified Employees;" and adopt Policy 7310, "Advertising in Schools/ Revenue Enhancement;" and Policy 7403, "Procurements of Goods and Services for School Meal Programs." All board members present voted aye. Motion passed 4-0.

7. **CLOSING INFORMATION ITEMS**

a. Outgoing Board Member Presentation:

Superintendent Kress expressed how grateful he is of the service Kent and Marci have given to the district. He recognized them for their dedication, support and time. They will be missed. The district is looking forward to working with new board members, who will be sworn in next month.

b. Upcoming Events:

1. Christmas Break will be December 22nd-January 2nd, Students return on January 3rd
2. Teacher Inservice is January 14th

c. The Next Board Meeting/Annual Meeting is January 19, 2022 at 7 p.m. at the District Office.



8. **EXECUTIVE SESSION**

Under Idaho Code 74-206 (1)(a) Superintendent Evaluation and under Idaho Code 33-515(5) and 74-206 (1)(b) to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, Lon Harrington motioned and Marci VanOrden seconded to go into Executive Session. A roll call vote was taken: Larin Mortimer, aye; Lon Harrington, aye; Marci VanOrden, aye; Kent Miller, aye. Carol Hepworth was absent. Motion passed 4-0.

The board went into Executive Session at 7:58 p.m. Item 74-206(1)(b) was discussed from 7:58 p.m. until 8:58 p.m. Administrator A was present during that time. The superintendent's evaluation was discussed from 8:58 p.m. until 9:37 p.m. Administrator A and Board Clerk Terisa Coombs left executive session at 8:58 p.m.

9. RETURN TO REGULAR SESSION

Marci VanOrden moved and Lon Harrington seconded to return to regular session. All board members present voted aye. Motion passed 4-0.

10. ACTION ITEM—ACCEPT/REJECT AGREEMENT BETWEEN BOARD AND EMPLOYEE

A motion was made by Larin Mortimer and seconded by Marci VanOrden to accept the agreement between the Snake River School District and Employee 2021-A and to accept the resignation from Employee 2021-A as of June 30, 2022. A roll call vote was taken: Larin Mortimer, aye; Lon Harrington, aye; Marci VanOrden, aye; Kent Miller, aye. Carol Hepworth was absent. Motion passed 4-0.

11. ADJOURN

Larin Mortimer moved and Lon Harrington seconded to adjourn.

The meeting was adjourned at 9:40 p.m.

ATTEST:

Terisa Coombs
Clerk

Lon Harrington
Chairman

January 19, 2022
Date