

**Snake River School Board of Trustees**  
**Held at Snake River Community Library**  
**924 W. Highway 39, Blackfoot, ID 83221**  
**Wednesday, July 23, 2025**

**1. CALL MEETING TO ORDER**

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

**2. PRAYER/PLEDGE OF ALLEGIANCE**

Josh Sorensen opened the meeting with a prayer.

**3. APPROVAL OF AGENDA**

**A motion was made by Carol Hepworth and seconded by Josh Sorensen to approve the agenda as presented. All board members present voted aye. Motion passed 5-0.**

**4. PATRON FORUM**

There were no comments in the Patron Forum.

**5. ACTION ITEMS**

**a. Consent Agenda**

**Minutes:** Minutes of Regular Meeting of June 18, 2025

**Resignations:** David Mirhadi, Special Ed Teacher, SRO K-8; Ashley Johnson, Moreland Librarian;

**New Hires:** Janette Howell, SRO K-8 Teacher; Kaeley Dayley, SRO K-8 Teacher, Jentry Magnusson, SRO K-8 Teacher; Chelsi Webb, Online Social Worker; Barbara Young, Moreland Librarian; Jodell Mennear, Riverside Special Ed Parapro; Riley Liljenquist, HS Assistant Librarian.

**Payroll Status Changes:** Cassidy McLaughlin, Gloria Bennett, Katie Garza, Shawny Reynolds, and Abby Fyfe.

**Budget Report, Reconciliation Report, Payroll, and Claims Payable for May and June 2025**

**2nd Quarter Investment Report**

**Alternative Authorization Request:** Chelsi Webb needs one class to get her Pupil Personnel credential but is in need of an alternative authorization to allow her to work as a social worker while she finishes the class.

**2025-2026 Contracts:** See List

**A motion was made by Josh Sorensen and seconded by Carol Hepworth to table the Budget Report for June 2025 and the Reconciliation Reports for May and June 2025 due to missing documentation, but otherwise approve the Consent Agenda as presented. All board members voted aye. Larin Mortimer abstained due to conflict of interest. Motion passed 4-0.**

**b. Change of Insurance Carriers**

Moreton and Company has been the district's insurance carrier through ICRMP. The district will continue with Moreton and Company but not through ICRMP. Coverage will be provided by APIP, Obsidian Specialty Insurance Company, and AXA. There will also be added benefits including cybersecurity coverage.

**Larin Mortimer moved and Josh Sorensen seconded to approve the 2025 renewal annual premium for Moreton and Company in the amount of \$151,326. All board members present voted aye. Motion passed 5-0.**

**c. Jr. High Lead Abatement Project Update**

The Snake River School District has received the lead remediation funding from the DEQ from the Drinking Water State Revolving Fund (SRF). On May 27, 2025, the RFI for qualified responsive contractor was opened and on June 6, 2025, it closed. The RFI was awarded to HMH Engineering.

**Josh Sorensen moved and Carol Hepworth seconded to approve the contract with HMH Engineering for approximately 10% of the cost of the lead abatement project (approximately \$40,000). All board members voted aye. Motion passed 5-0.**

**d. Board Goals and Continuous Improvement Plan**

In July each year, the board reviews their goals and adjusts them as needed. Superintendent Kress would like to align goals as much as possible with the continuous improvement plan. The following are the 2025-2026 goals:

1. All board members will participate in at least three trainings a year.
2. Individual trustees will attend at least 85% of board meetings.
3. The board will focus on district-wide math curriculum improvement and early reading scores (IRI) and support the superintendent's recommendations.
4. Continue the district's direction towards offerings of dual credit with a path towards an Associate's Degree or Technical Degree with focus on the career industry.
5. Continued focus on the community weight room project.
6. Continued focus on school safety.

**It was moved by Toni Ibarra and seconded by Larin Mortimer to approve the 2025-2026 Board Goals as presented. All board members voted aye. Motion passed 5-0.**

6. INFORMATION ITEMS

a. Superintendent Report

1. **Heavy Equipment Operator Class with Gale Lim Construction Update:** Superintendent Kress updated the board about the progress of the heavy equipment operator class. Gale Lim Construction would like to offer class all three trimesters and also purchase a simulator. Students would be able to use the simulator to learn how to drive the heavy equipment. The class will be in the Ag Shop. He is really excited for the possibilities this class has to offer.
2. **Projected State Holdbacks:** Superintendent Kress discussed the projected state holdbacks planned for this year.
3. **RUS Grant Award Update:** The RUS Grant helped the district purchase 130 big screen interactive televisions. The plan is to have all of them installed by the first day of school.
4. **High School Weight Room Project Update:** Plans are being made to begin the weight room project and hopes are to have this in full swing by the end of the summer.
5. **Summer Projects Update:** The LED lights installation project at the high school has been completed. Superintendent Kress also discussed the I-Work system that has been set up to help manage technology and maintenance requests. He likes how it has been working. The Jr. High parking lot was resurfaced and painted. The football field has been resodded and it was a big project. They are still waiting to start the long jump pit. There were a lot of summer projects and he thanked the maintenance team.

b. Upcoming Events

1. **2025-2026 District Startup Information**
2. **Upcoming Trustee Elections:** Lon, Josh, and Toni are up for re-election. The filing window opens August 18<sup>th</sup> through August 29<sup>th</sup>. The election date is November 4<sup>th</sup>.
3. **Annual ISBA Conference will be November 12-14, 2025 in Coeur d'Alene:** The hotel registration will be opening soon.

7. POLICY READINGS

Second Readings (Negotiation Policy Updates)

Policy 5210, Work Day

Policy 5400, Leaves of Absence

Policy 5400P2, Personal Leave Procedure

Policy 5430P, Employee Benefit Schedule

Policy 5700P, Substitute Pay

**A motion was made by Josh Sorensen and seconded by Larin Mortimer to approve the second readings of Policy 5210, Work Day; Policy 5400, Leaves of Absence; Policy 5400P2, Personal Leave Procedure; Policy 5430P, Employee Benefit Schedule; and Policy 5700P, Substitute Pay. All board members present voted aye. Motion passed 5-0.**

First Readings (Policy Updates from ISBA)

**Policy 1500B-Board Operating Procedure and Protocol:** The Legislature passed House Bill 172 which requires that all consent agenda items be routine in nature. It explicitly excludes fee resolutions, ordinances, or items requiring more than a simple majority to pass from inclusion on the consent agenda. This update adds the new requirements about student fees and items that require more than a simple majority to pass. Consent agenda items can always be withdrawn from the consent agenda and be taken up separately, with discussion, during the meeting.

**Policy 1500P-Board Meeting Procedure:** Senate Bill 1007, which applies only to school districts, removed a provision in the required public comment section stating that public comment may be limited to agenda items. School district boards may still apply rules of order and adopted procedures to public comment, and sensitive items meant for discussion in executive session are still *not* eligible for public comment. While public comment on agenda items must still take place before any motions besides adoption of the agenda are considered, boards may optionally choose to put non-agenda item public comment in another place on the agenda. This may help the board to stay focused on the business before them and take public comment on action items in accordance with the law.

**Policy 2320-Health, Sex Education, and Human Sexuality:** This update changes the name of the Policy from "Health Enhancement Education" to "Health, Sex Education, and Human Sexuality." More substantively, the updates to this policy address three different pieces of recent legislation. The most wide-reaching of these is House Bill 239, which requires parent permission before a student receives instruction in any topic that falls under this law's broad definition of "human sexuality." While we have placed this update in the model policy on health and sex education, school leaders should know that the definition of human sexuality was included in the "instruction" section of code, meaning it applies more broadly than just to sex education. We encourage school leaders to work with their educators to see if they might have content or curriculum that may meet this definition - as some of the topics it includes are quite broad. We encourage you to work with your staff and community to determine whether such materials meet the definition and require permission from the student's parents or guardian.

This update also addresses Senate Bill 1046. This new law requires schools to show a video about fetal development in any class for 5th graders and above that discusses or provides instruction on human biology, contraception, or sexually transmitted infections. The video must meet certain content and length criteria specified in the law. Because such a video may fall within the definition of human sexuality, we advise requiring parent/guardian permission before showing the film. Finally, this update also addresses House Bill 352, which requires that any instruction on sexual orientation or gender identity be age appropriate, developmentally appropriate, and in accordance with state standards. It also requires public schools to adopt policy requiring this. **This is a required update to a required policy.**

**Policy 2320P-Health, Sex Education, and Human Sexuality – Parent Complaints:** The new legislation requiring parent permission for instruction on any topic that falls within the legislative definition of human sexuality also directs parents/guardians to complain to the board or its designee if such instruction is provided without parent permission. It also directs boards to adopt a policy on investigating such complaints, but it does not provide much detail on what this process should entail. We've provided a sample process for such complaints and their investigation. **This is a new required procedure.**

**Policy 2320F-Parental Permission Form for Sex Education or Instruction Related to Human Sexuality:** The new legislation on human sexuality requires that parents/guardians give permission before a student is provided with instruction on any topic that may fall within the new definition of human sexuality. As noted above, some of the components of the definition of human sexuality are broad, not clearly defined, and may apply to instruction beyond sex education, such as literary discussions of any of the topics listed. This requirement for parent permission does not apply to any sex education instruction that does not overlap with the definition of human sexuality; opt-out notification is still sufficient for such instruction. However, because of the broadness of parts of the definition and the difficulty of being certain which aspects of sex education fall outside it, we have taken the approach of using the parent permission process for any sex education or human sexuality instruction even though it is only technically required for the latter. It is worth noting that the new legislation also requires that parents/guardians be provided with notice of instruction related to "human sexuality" two weeks before such instruction, and permission must be provided within one week before the instruction. **This is a required update to a required policy.**

**Policy 2340-Controversial Issues:** The title of this policy has changed from "Controversial Issues and Academic Freedom" to "Controversial Issues." Review of this policy was prompted by the new legislation on human sexuality, and it does remove a mention of sex education, as this topic is addressed more fully in Policy 2320 and its related items. Additionally, it removes mentions of academic freedom. This was done at the recommendation of the attorney ISBA consults on policy issues. This is because Idaho law on instruction related to controversial issues is restricted enough that teachers do not necessarily have much discretion when it comes to what they teach and how they teach it in these areas.

**Policy 2435-Advanced Opportunities:** We've updated this policy to reflect that eligible college entrance exams, such as the ACT, SAT, and PSAT, may be taken more than once using advanced opportunities funds.

**Policy 2435F-Advanced Opportunities Participation Form:** These edits change the per student amount of funds to the current amount, and they update the term "Fast Forward" to "Advanced Opportunities."

**Policy 3005-Entrance, Placement, and Transfer:** This update was prompted by House Bill 236a, which updated the list of reasons why a student may be denied enrollment to a public school in Idaho. It updated the code to list convictions or adjudications of specific crimes, and added a provision that allows the board to deny enrollment to students who were disenrolled in lieu of discipline in their previous school or district.

**Policy 3010—Open Enrollment by Students Who Reside in the District:** This update to the district version of these items was prompted by House Bill 236a, which updated the list of reasons why a student may be denied enrollment or have their open enrollment status revoked by the District, specifically listing certain convictions or adjudications to the listed crimes.

**Policy 3010P—Open Enrollment Procedures:** This update to the district version of these items was prompted by House Bill 236a, which updated the list of reasons why a student may be denied enrollment or have their open enrollment status revoked by the District, specifically listing certain convictions or adjudications to the listed crimes.

**Policy 3265-Student Owned Electronic Communication Devices:** This is a small update to a policy we issued late last year based on an executive order from the governor making grant funds available to boards that adopted a policy on student use of electronic devices in school. During the recent legislative session, Senate Bill 1032 codified many of those grant requirements and adds new requirements to limit student use of electronic communications devices in schools as much as possible. It also requires boards to make their policies on this topic readily available on their websites. It also requires boards to adopt a policy on this topic. **This is a required update to a required policy**

**Policy 3340—Corrective Actions and Punishment:** This is another update reflective of House Bill 236a, which updated the list of reasons why a student may be expelled or denied enrollment in a public school. House Bill 236a removed any mention of a student who is "incorrigible" - mostly to remove terms not consistently used - and added a list of convictions or adjudications of specific crimes that may warrant denial of enrollment and/or expulsion. **This is a required update to a required policy.**

**Policy 3440—Student Fees, Fines, and Charges/Return of Property:** Because the Empowering Parents grant program was eliminated during the last legislative session by Senate Bill 1142a, this update removes a paragraph about these funds.

**Policy 3525—Immunization Requirements:** This year, the legislature passed House Bill 290, which codified existing requirements for immunizations for school children. This update removes language that is no longer relevant, given that the requirements are statutory and not set in administrative rule by the Department of Health and Welfare. Importantly, the code section combines the summary of immunization requirements and exemptions together in one place. The statute also updated information regarding students over 18, who are allowed to exempt themselves using a signed, written statement. As a reminder, all communication to parents and guardians regarding immunization requirements are required to be accompanied by a description of the available exemptions to those same requirements. **This is a required update to a required policy.**

**Policy 4105—Public Participation in Board Meeting:** As mentioned above in description of the updates to Policy 1500, Senate Bill 1007a removed a provision that limited required public comment to agenda items before the board. The district version of this update reflects that change and provides an option for the board to accept public comment on agenda items separately from those not related to items before the board for action or discussion.

**Policy 4105F—Request to Address the Board:** These edits reflect the changes to Policy 4105. They also remove the board of trustees from a list of steps to appeal a complaint to before bringing it to the board.

A motion was made by Larin Mortimer and seconded by Toni Ibarra to approve the first readings with discussed changes of Policy 1500B-Board Operating Procedure and Protocol; Policy 1500P-Board Meeting Procedure; Policy 2320-Health, Sex Education, and Human Sexuality; Policy 2320P-Health, Sex Education, and Human Sexuality – Parent Complaints; Policy 2320F-Parental Permission Form for Sex Education or Instruction Related to Human Sexuality; Policy 2340-Controversial Issues; Policy 2435-Advanced Opportunities; Policy 2435F-Advanced Opportunities Participation Form; Policy 3005-Entrance, Placement, and Transfer; Policy 3010—Open Enrollment by Students Who Reside in the District; Policy 3010P—Open Enrollment Procedures; Policy 3265-Student Owned Electronic Communication Devices; Policy 3340—Corrective Actions and Punishment; Policy 3440—Student Fees, Fines, and Charges/Return of Property; Policy 3525—Immunization Requirements; Policy 4105—Public Participation in Board Meeting; and Policy 4105F—Request to Address the Board. All board members present voted aye. Motion passed 5-0.

8. EXECUTIVE SESSION

Under Idaho Code 74-206 (1)(b) To consider the evaluation, dismissal of or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual agent, Josh Sorensen moved to go into Executive Session and Carol Hepworth seconded. Roll call vote was taken: Josh Sorensen, aye; Carol Hepworth, aye; Toni Ibarra, aye; Larin Mortimer, aye; and Lon Harrington, aye. Motion passed 5-0.

The board went into Executive Session at 7:00 p.m. Idaho Code 74-206 (1)(b) was discussed until 7:49 p.m.

At 7:49 p.m., the doors were opened and the board returned to Regular Session.

9. CLOSING INFORMATION ITEMS

The next regular Board Meeting will be August 20, 2025 at Snake River Community Library at 7:00 p.m.

10. ADJOURN

Josh Sorensen moved and Larin Mortimer seconded to adjourn.

The meeting was adjourned at 7:50 p.m.

ATTEST:

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Terisa Coombs  
Clerk

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Lon Harrington  
Chairman

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August 20, 2025  
Date