

**LEARN                  BUILD                  LEAD**

Fremont Joint School District No. 215  
Regular School Board Meeting  
May 21, 2020  
Fremont School District Office 11:30 a.m.  
Via Zoom

Attending:      Bonnie Moon-Board Chair  
                    Jon Bailey-Trustee  
                    Tia Cherry-Trustee  
                    Julianne Hill-Trustee  
                    Byron Stutzman-Superintendent  
                    Hali Mackert-Clerk/Treasurer

Trustee Tia Cherry offered a prayer.

Chairman Bonnie Moon called the meeting to order at 11:35 a.m. A quorum was present.

Chairman Bonnie Moon said we need to amend the agenda to include Superintendent evaluation in action Item #5.

Trustee Tia Cherry made a motion to amend the agenda to include Superintendent Evaluation in Action Item #5. The motion was seconded by Trustee Jon Bailey. All “ayes”, motion carried.

Trustee Jon Bailey made a motion to approve the board meeting agenda as amended. The motion was seconded by Trustee Tia Cherry. All “ayes”, motion carried.

Trustee Jon Bailey made a motion to go into executive session regarding Employee Evaluation & Complaints I.C. 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 or individual agent, or public-school student. I.C. 74-206(1) (j) To consider labor contract matters authorized under section 67-2345A [\[74-206A\]](#)(1)(a) and (b), Idaho Code. The motion was seconded by Trustee Tia Cherry. Roll call vote, Bonnie Moon “yes”, Julianne Hill “yes”, Jon Bailey “yes”, Tia Cherry “yes”.

Went into executive session at 11:39 a.m.

Trustee Jon Bailey made a motion to come out of executive session. The motion was seconded by Trustee Tia Cherry. All “ayes”, motion carried.

Came out of executive session at 12:53 p.m.

The Pledge of Allegiance was offered by Chairman Bonnie Moon.

There was no Patron Input.

Learn Build Lead: Superintendent Stutzman said it has been very impressive what has gone on with all staff stepping up and he commended the Leadership Team in working with their staff.

#### Action Items:

Trustee Jon Bailey made a motion to approve the consent agenda. The motion was seconded by Trustee Julianne Hill. All “ayes”, motion carried.

Superintendent Stutzman said ISBA has been reviewing each model policy carefully to find legal citations and cross references that have drifted out of date as law has changed and the manual itself has been updated. Policies 1260, 1320, 2305, 2310, 2320, 2340, 2390, 2410, 2425, 2440, 2545, 6100, 7230, 7235, 7237, 7310, 7320P1, 7400, 7400P2, 7408, 8110, 8200, 8210, 8230, 8235, 8250, 8530, 9700. Procedure Amendments 7400P2, 7400P3. He recommended to approve the updates.

Trustee Tia Cherry made a motion to pass legal and cross reference policies as stated. The motion was seconded by Trustee Julianne Hill. All “ayes”, motion carried.

Superintendent Stutzman said the City of St. Anthony would like to purchase the tennis courts owned by the District. They would also like to purchase the old tennis courts where the water tower is. The tennis block appraised a few years ago for \$70,000; it does have an encumbrance and the city knows that. The city has been great in working with us and have donated to the school district in the past.

Trustee Tia Cherry made a motion to approve the purchase of the tennis courts by the city of St. Anthony. The motion was seconded by Trustee Jon Bailey. All “ayes”, motion carried.

Superintendent Stutzman said he has asked the principals and directors to do everything they could do to reduce costs starting July 1. He said the Governor has said to plan for a 5% reduction in funding, but he doesn't have the authority yet to make that announcement and will have to wait until July 1.

Superintendent Stutzman said we can reduce what we can and be as frugal as we can, so we don't have to cut staff or RIF. South Fremont High School recommended to combine two positions into one, with the retirement of a teacher. Nancy Griffel recommended not to re-hire a Vice-Principal job at HFE and has put together a proposal to ask for help through our Instructional Coach to have that position fill in for what Nancy needs to manage and Lead. This is a one-year one-time thing and hopefully funding will come back in 2021-2022

Chairman Bonn Moon said we have a teacher leaving combining position by attrition and a proposal to dissolve the Vice Principal position for the year and have the Instruction Coach take over some of those duties.

Trustee Tia Cherry asked if these are tied together when a motion is made or can we make two motions. Clerk Hali Mackert said we can make two motions.

Trustee Julianne Hill moved to combine two positions at South Fremont High School into one for a cost savings cost. The motion was seconded by Trustee Tia Cherry. All “ayes”, motion passed.

Superintendent Stutzman recommend not to fill the Vice-Principal position at Henry's Fork Elementary, but go with Nancy Griffel's proposal, to utilize the Instructional Coach to take care of the duties.

Trustee Jon Bailey moved to approve the staff reduction of the Vice-Principal position at Henry's Fork Elementary and we follow the proposal by Nancy Griffel, the new principal. The motion was seconded by Trustee Julianne Hill. Three “ayes”, one “nay”, motion passed.

Trustee Tia Cherry feels like we should table until we have a clear outline and expectation in our policies that protect all persons involved.

Chairman Bonnie Boon said we have some excellent employees and people who are very competent. We have an organization structure for the chain of command. This needs to be very clear how it works, and it needs to be spelled out and transparent to patrons and people who work in this district, so everyone feels safe and protected. She would like the board to re-visit Policy 5270 Personnel Conflict of Interest.

Jon Bailey heard most of what she said and agree with a lot of the sentiment.

Chairman Bonnie Moon said this is a one-year position and we will open it up after one year. If funding is restored halfway through the school year, we will see what we can to open-up and make a hiring proposal.

Superintendent Stutzman said we are done with negotiations to the salary schedule for next year and changes to the master agreement. He wanted to thank the Fremont Education Association, and Hali Mackert and Jamie Hymas, the negotiating team. The past four years have been a great team building with the FEA, and we are doing what we need to do moving forward. If funding comes in later in the year, I'd like to look at doing something for all of our staff. He recommended to ratify negotiated agreement as put forth.

Trustee Tia made a motion to approve the negotiated agreement. The motion was seconded by Trustee Jon Bailey. All "ayes", motion carried.

Chairman Bonnie Moon said we discussed in executive session Byron's evaluation. We talked about our appreciation as a board for what we are getting done. We appreciate the support of the leadership team and the community had an opportunity to weigh in last fall through a 360 evaluation of the Superintendent. We have things that are strong, and we have some things to work on.

Superintendent Stutzman said he really appreciates the school board; this has been the best school board I've ever worked with, and I appreciate how you as a board work with me. He said evaluations are always tough, and I know what I do know, and I know what I don't know. I appreciate the honesty and being forthright on my evaluation.

Trustee Jon Bailey moved to approve the evaluation as the formal evaluation for the school year 2019-2020 for Byron Stutzman. The motion was seconded by Trustee Julianne Hill. All "ayes", motion carried.

Discussion:

Superintendent Stutzman said he has a direction where he'd like to see the district go and he'll talk with the board and leadership team and put in writing and publish where we want to take the district. He'd like to schedule a special board meeting where we work through some goals like we did four years ago. He's asked each building principal what is happening in their building and has asked them to report at the June board meeting.

Chairman Bonnie Moon said she would like to set goals as a board. She appreciates being an informed board and when a board gets informed, districts move forward. I think there are some things to look into this year. She would like Policy 5270 specifically the portion pertaining to personnel conflict of interest and district organization structure to be discussed at a future board meeting. It's not uncommon for the district to have employees who are related and how that finds its place in the chain of command.

Superintendent Stutzman said when his wife Heidi was hired as an Instruction Coach, he modified the chain of command to show how the supervision works for her position.

Chairman Bonnie Moon said the Instructional Coach reported to the Curriculum Coordinator, the Curriculum Coordinator reports to Special Services, then the Special Services Director reports to the Board of Trustees.

Trustee Julianne Hill feels very comfortable with the way this chart has been made and will make it clear. Everyone will have to follow the step by step and not bypass other people to go to the other. Everyone knows where to begin and then follow steps correctly.

Trustee Tia Cherry asked if someone feels like someone has gone through the proper steps and doesn't feel heard, how do we go through the proper steps, so people know where they can go if they feel unheard.

Trustee Julianne Hill said we are the last tier, so it is our responsibility to make sure they don't come to us as a first step, that the other parties are involved as well.

Chairman Bonnie Moon would like to study this policy and if board members she changes, we could revisit this policy and put it on the agenda for next month. This doesn't just affect the Superintendent and his wife but affects other staff. This Vice-Principal job will come empty in one year if funding is restored. We need this on the up and up so everything is transparent.

Trustee Tia Cherry said she has been studying the Idaho State Board of Education policy that talks about conflict of interest and is really informative, and she thinks we need to reevaluate our Policy 5270.

#### Superintendent's Report:

1. We are now the proud owners of Green Timber. It took a bit of time, but it is now officially ours.
2. Budget-Hali, Ben, and I have been working on the budget for FY 2021. We will have them ready for approval at the June board meeting. I will be sending you a spreadsheet which will show each of the general ledger (GL) line items. If you would like to go over it or have any questions, please let me know.
3. Next year's opening-discussion with the Region VI Superintendent's on what the new year may look like. We are looking at all the options, preparing for the worst, but praying for the best. There are ways to create a blended learning system, and we will continue to discuss how best to prepare for the fall.

Trustee Julianne Hill made a motion to adjourn at 1:44 p.m.