

**LEARN                  BUILD                  LEAD**

Fremont Joint School District No. 215  
Regular School Board Meeting  
June 18, 2020  
South Fremont High School Little Theatre 7:01 p.m.

Attending:     Bonnie Moon-Board Chair  
                  Shawn Dye  
                  Tia Cherry-Trustee  
                  Julianne Hill-Trustee  
                  Byron Stutzman-Superintendent  
                  Jamie Hymas filling in for Hali Mackert-Clerk/Treasurer

Trustee Shawn Dye offered a prayer.

Chairman Bonnie Moon called the meeting to order at 7:01 p.m. A quorum was present.

Trustee Shawn Dye made a motion to approve the agenda. The motion was seconded by Trustee Julianne Hill. There was no discussion. All "ayes", motion carried.

Chairman Bonnie moon opened the budget hearing up for public input. There were no comments made so she then closed it to public input.

Chairman Bonnie Moon then asked the Board for any comments or concerns on the budget. Chairman Bonnie Moon asked what the reason was for amending the 2019-2020 budget. Superintendent Stutzman stated the biggest reason was because the Board approved the Cost of Living Supplement for all employees in November and so that transfer was made and the budget needed to reflect that. Also there will always be a change to the amounts in the Federal programs to true up the revenue and expenses that were actually received and expended. The actual amounts are not known when the budget is made. The correct cash balance is not known when the budget is done. That amount is finalized after the audit and so that number needed to be corrected.

Chairman Bonnie Moon asked what the facility needs may be for next year. Superintendent Stutzman stated that the budget reflects the costs for maintenance and custodial care. He has asked his directors to hold off on any purchases until January in case a larger holdback happens. He thinks that is very possible and we need to plan as if it is going to happen. It all depends on the recovery of the economy. If that happens, it will require Board action to move funds to cover those losses. Superintendent Stutzman also stated that our bond is not due until 2023. He hopes that maybe we can defer the last payment. These numbers are not in the budget but are in the audit report and welcomes anyone who wants to come in and look at those numbers to do so. Trustee Julianne Hill stated that the idea when she got on the Board was to have a 10 year vision and there were ideas for that. Due to COVID, there may need to be changes to those ideas but she feels it is still very import to get back to that vision with input from staff and community. Even though there may be additional cuts to education, we still need to go forward. She stated she had spoken with Van Burtenshaw and he had stated it was just unknown. Hopefully by September we can have more accurate numbers and predictions. The work meeting in July will give everyone a chance to discuss and go over some ideas.

Trustee Tia Cherry only had one question on the budget and she just wanted to make sure that the number on Administrators salary for SFHS was for two people. Superintendent Stutzman clarified that it was for two positions.

Chairman Bonnie Moon asked how many Administrators and Teachers did we qualify for and how many did we have. Superintendent Stutzman stated that we were paid for 8.7 administrators and we had 10. We were funded for 118.4 teachers and we have 134. He noted that the levy is what saves us and pays for the difference. We use over a million dollars of that for salaries.

Superintendent Stutzman informed the Board that the budget will need to be amended every year. It is common because things change during the year. He could bring changes as they happen and the budget could be amended several times throughout the year but that becomes expensive and unnecessary. He feels it is best practice to inform the Board when something deviates from the budget but to amend it just once a year.

Chairman Bonnie Moon then closed the discussion of the budget hearing to the Board.

The Pledge of Allegiance was offered by Chairman Bonnie Moon.

There was no Patron Input.

Chairman Bonnie Moon wanted to make sure that it was marked in the record of these minutes that all Board members had received the emails from Marcia Murdoch and Susan Richardson.

Learn Build Lead. Chairman Bonnie Moon took over this discussion. She asked the Board to please read and study the motto and the mission statement so that they can follow it. She also thanked the Board members for learning, reading and knowing what is in the Board packet and being prepared.

Learn. She would like the Board to look at and learn Policy 1205 which states the duties of the Board. She is very grateful for the ISBA and their policy making. She feels it is important for the Board to constantly study and keep learning.

Build. She invited the board to building understanding. The Board needs to listen and send the person with their concerns to the right place. The Board was given the organizational chart and that will help direct issues to the right place. She would like to have training on having crucial conversations. A five to 10 minute training on listening effectively and communication. It is important to be able to understand what people are saying. It was noted that Jon Bailey was in the process of putting together something for this.

Lead. Chairman Moon stated that since the Board expects our staff to do it, they need to also. It is important to put the needs of the District and students first above personal feelings.

Trustee Shawn Dye made a motion to approve the consent agenda. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Trustee Shawn Dye made a motion to adopt the proposed 2020-2021 budget. The motion was seconded by Trustee Julianne Hill. All "ayes", motion carried.

Trustee Julianne Hill made a motion to adopt the amended 2019-2020 budget. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Trustee Tia Cherry made a motion to adopt the NFHS & SFHS sports schedules. The motion was seconded by Trustee Julianne Hill. All "ayes", motion carried.

There was discussion on Policy 5270. Chairman Moon has spent a lot of time in the last month corresponding with ISBA and Superintendent Stutzman. She handed out printed correspondence so she was sure Board members had seen it. She also received concerns from the FEA. In light of all of this, Chairman Moon would like to form a committee made up of one Administrator, a certified teacher or FEA member, a non-certified staff, two parents and one Board member to review and maybe change policy 5270. She feels a committee would help inform and bring different perspectives. Ultimately it would be the Board's decision but the committee could advise. Chairman Moon also stated that all current employees would be held harmless or grandfathered if any changes were made. She stated this would be a good opportunity to practice the effective listening and crucial conversation piece she discussed with learn build lead.

Trustee Julianne Hill stated that she feels that establishing a committee is asking someone else to do the Board's job. Making policy is the duty of the Board. The Board has been elected to do a job and do it well. She stated that Board as a whole has not even reviewed this policy or discussed it. She feels that should be done first and then we could ask for input. She feels the Board is going about this backwards. She asked the FEA what part of the policy they were uncomfortable with and they stated the last sentence regarding the Superintendent. Trustee Hill also asked to have the learn, build, lead or the motto and mission statement sent to her as she was not aware of it and would like a copy. Superintendent Stutzman will do that.

Chairman Bonnie Moon stated that she wants to have others understand and to build bridges. She would like the committee to be an advisory role in the process. Trustee Tia Cherry stated that she feels the Board needs to think of all students and staff and feels a committee is the safest way to do that and then bring it back to the Board for the final decision. Outside of a committee, a Board member has to be very careful what they say to constituents so it makes it harder to discuss and get feedback.

Trustee Shawn Dye stated that he feels it is important for the Board to make decisions and then put it out for discussion. He agrees that we should counsel the patrons a little on this issue. This particular issue and policy is sensitive to our people currently. He stated the Board could discuss, involve community and then make the decision.

Shawn Dye asked to open the discussion up to the Administrators in the room. We have had this same situation many times over the years and no one has had an issue or problem before. It seems to work. The important thing is communication.

The FEA was then asked their opinion. Monique stated that the FEA has a great relationship with the Superintendent and wanted it stated this was nothing personal. It is their job to listen to their members and bring forth their concerns. They like the idea of a committee and working to the good of the whole. They feel it fits right in with the high reliability schools the district is working towards. They would like to address this, fix it and move on. The FEA stated they were concerned with Administrative positions.

Trustee Julianne Hill asked the FEA and the admins to please go back to their people and let them know that the Instructional Coach position is not an administrative position. She feels it is important that is clarified to the staff and that all elements of this decision were made clear to the staff.

After much discussion the Board agree to allow Bonnie to form a committee to discuss and possibly revise policy 5270.

Each building Principal gave a two minute presentation on how things are going in their buildings.

There was a short discussion on the plans to start up next year. Currently the plan is to start normally. The decision may not be totally ours. The Governor has put together a committee who meets weekly and we will continue to watch and see what guidelines or recommendations they put out. We will have options and procedures ready to go if normal is not possible.

Superintendent's report.

Idaho Association for the Education of Young Children grant for \$70,000.00. This grant is to figure out how to sustain a pre-natal to kindergarten program. I have asked DelRay Davenport to be the lead in moving forward with this grant, and by January 1, 2021, we will have a plan on how to move forward.

Soft ball field in Ashton. Superintendent Stutzman met with the Ashton City Council. They have offered the softball diamond park on 4th and Cherry St. to the school district. Because of the economic downturn and the possibility of additional holdbacks, he doesn't believe it is in our best interest to move forward with this proposal at this time. They assured him that the park would not be going away, and they would like a working agreement on that facility as we move forward. He is currently working on putting it into written form, and will send it to the Board for their perusal and ultimately approval.

Supplemental and plant facility levy. Our supplemental levy and plant facility levy will expire next year. The current Supplemental levy is for \$1,500,000.00 and plant facility levy is for \$828,253.00 (it was a Plant facility Reserve fund Levy for Safe Schools, a 20 year levy)

Title IX revisions to board policy will be coming from ISBA. There have been changes to Title IX rules and guidelines and the ISBA will be sending model policy to reflect those changes. Most of the changes are about our investigations into alleged behavior. Since we haven't had any reported Title IX issues, we have not had to do any investigations which is where the main changes in the rules lie. Superintendent Stutzman will keep the Board posted.

Learning Management System-Canvas. We are implementing Canvas as our learning management system. This will help us better educate students, and give parents one portal for which to go.

July work meeting. Board meeting is July 16th. The Superintendent suggested meeting earlier in the day, have the work session, and then have the board meeting at 7:00pm, ISBA annual convention is November 11-13. Hali will register those who have committed as soon as registration opens, and if you want a room close to the convention, we need to get you registered early. The convention is a valuable resource of information where you can also network with other board members.

Trustee Shawn Dye 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", Shawn Dye "yes", Tia Cherry "yes".

Went into executive session at 9:10 p.m.

Came out of executive session at 9:20 p.m.

Trustee Shawn Dye made the motion to approve the amendment to the Island Park Charter School to allow them educate a fourth grade student for the 2020-2021 school year. It was seconded by Julianne Hill. All "ayes", motion carried.

Trustee Tia Cherry made the motion to terminate classified employee A as recommended by the Superintendent. The motion was seconded by Shawn Dye. All "ayes", motion carried.

Trustee Julianne Hill made a motion to adjourn at 9:30 p.m.