

**LEARN                  BUILD                  LEAD**  
Fremont Joint School District No. 215  
Regular School Board Meeting Minutes  
November 8, 2021  
Fremont School District Office  
Meeting Time 5:00 P.M.

Attending:        Jon Bailey-Board Chair  
                      Tia Cherry-Vice Chair  
                      Julianne Hill-Trustee  
                      JayLee Packer-Trustee  
                      Coy Crapo-Trustee  
                      Byron Stutzman-Superintendent  
                      Hali Mackert-Clerk/Treasurer

Trustee Julianne Hill offered a prayer.

Chairman Jon Bailey called the meeting to order at 5:01 p.m. A quorum was present.

Trustee Tia Cherry made a motion to approve the meeting agenda. The motion was seconded by Trustee Julianne Hill. All "ayes", motion carried.

Trustee JayLee Packer led the Pledge of Allegiance.

Patron Input: There was no patron input.

Learn Build Lead: Trustee Tia Cherry gave a report on the softball diamonds and how nice they look.

Trustee JayLee Packer made a motion to approve the consent agenda. The motion was seconded by Trustee Coy Crapo. All "ayes", motion carried.

Joseph Kase answered questions about his trip request to Puerto Rico. He said he just started this year and was looking for a way to motivate students and that was definitely one of the ways. Besides motivating the students, I was looking at how I best learned the language, and it was just immersion. I felt the immersion was really important to learn and understand the culture. I was looking at the best place to go and it was the same price to go to Florida as it was Puerto Rico. Because it was a U.S. territory, we don't need passports and we don't need a negative COVID tests to return. It's only \$5 to go to the museums, and there's a lot of museums there and forts we can go visit and it's all around the same area. The place we will be staying is only ten minutes and the bus just costs \$1.00. He said they are doing numerous fundraisers, and they are on track to raising about \$1,000, which would be about \$55 per student.

**Action Items:**

First Reading of New Policy 7240 Programs for Indian Children: Superintendent Stutzman said this is the board policy that we do not have. In reading through it though, it's not targeted to one individual, but it's targeted to a native American tribe and what we do for them and the records that we keep. I recommend adopting the first and second reading, then if we ever have any American Indian students move in, then we would have a policy in place for that.

Trustee Tia Cherry made a motion to approve the first reading of Policy 7240 Programs for Indian Children. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Amended Policies 2600 Promotion/Retention, 2605 Advancement Requirements 6-9: Superintendent Stutzman said in talking with the middle school principals about what we need in changes to board policies. We made the amendments to 2600 last paragraph, "If a parent insists on the child being retained or promoted, a notice will be placed in the child's file that the retention or promotion was a parent decision and not recommended by the school." We added, "Kindergarten through fifth grade." Right now, when we are having difficulty with sixth and eighth grade, parents know that this policy is there, and they want their children to move forward whether they have passed or failed. It takes away the teeth for us when a child blatantly chooses to fail classes.

Principal David Marotz said State Board rule says students must pass 80% of the classes that they take, and in our school that means they can fail three classes and still move on to the next grade, and we actually have a number of students who intentionally get a D- the first semester, and in the spring intentionally fail three core subjects and flat out refuse to work. What's happens is we now send kids to high school who are not prepared, and when they get to high school, so many of them are far behind or they are dropping out because they are not used to the idea of credits. So, what we're asking for is a little bit of teeth, because those two policies and the state requirement are 80% and then parents can say, no you don't, and so those requirements are conflicting. Because parents can say we don't need to follow the state statute. The other part we are looking at is trying to switch to more of a credit system, similar to what a

high school has, at least at the Jr. High at South. North has some different issue he's trying to work with. We're looking at saying, if you fail a class you need to recover that class, because we work towards mastery learning, and they need that before we pass them on.

Chairman Jon Bailey asked Principal Larry Bennett, from a high school perspective, doing this and supporting the Jr. High, does that in turn support you better?

Principal Larry Bennett said it certainly does. When we bring kids over in April to give them an orientation about high school and credits, they have no clue what that even means. And it normally takes them until the end of their freshman year, when they come to realize what that actually means, because you can't fail your core classes and think that you're going on. You start giving up your electives, and then you're in a spot where you're not going to graduate. So, to bring that mindset earlier, would be tremendous help for us.

Superintendent said then in Policy 2605 we added, "A student must pass the core courses for advancement to 7<sup>th</sup>," then the same thing to 8<sup>th</sup> and 9<sup>th</sup> grades, and students who have failed "any of the core (Math, Language Arts, Science, Social Studies). Truthfully the core is what we need to have the students pass.

Chairman Jon Bailey said so in 2600, this is just saying that K-5, but in 2605, this is how we're going to operate for Jr. High. This is district wide, so how do we get Drex the support he needs?

Superintendent Stutzman said he and David are the ones who gave me the suggestion for the amendment, and we may have to add another resource for him.

Chairman Bailey said so if we passed this, we would add another resource to put in.

Trustee Coy Crapo so the credit recovery would be summer school?

Principal Marotz said we have several options. If you fail a fall semester class, during the spring you would recover on your own time, they can take away electives, we can do summer school. If we do it earlier, they have an elementary and a secondary system.

Trustee Coy Crapo made a motion to approve both of these as amended. The motion was seconded by Trustee Julianne Hill. All "ayes", motion carried.

Administrative Assistant Pay Increase: Superintendent Stutzman said we brought the one that was much lower up in line with the others. Then everyone is going to get the cost-of-living stipend that was approved last month. When we get ready to build the budget in March and April, we'll talk again about our pay scales and what we need to do and bring to you for approval.

Trustee Tia Cherry made a motion to approve the administrative assistant pay increase. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Interscholastic Stipends: Superintendent Stutzman said since there are a number of coaches who are not employees and wouldn't get the \$1,000 cost of living stipend, and I talked to Jamie and Hali about what we should do, and Jamie said the easiest thing for her to do would be to pay everyone a 10% bonus. It's my recommendation to approve the interscholastic stipend of 10%. In working with Larry and Drex we will look at increasing the coaches' stipends.

Trustees JayLee Packer and Julianne Hill recused themselves.

Trustee Tia Cherry made a motion to approve the interscholastic stipend. The motion was seconded by Chairman Jon Bailey. All "ayes", motion carried.

Trustee Zones: Superintendent Stutzman said Julianne came in and did a great job helping me to move the boundaries around and they fall within the 10% realm. My suggestion is we adopt those trustee zones and move forward.

Trustee Coy Crapo moved to accept the new zones as proposed. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Approve NFHS Education Foundation Board Elections-Kristen Lenz President, Jeff Dufault-Vice-President, Tomi Lenz-Treasurer, Holly Shuldberg-Secretary. Superintendent Stutzman said they are in our purview in their organization, so it's up to us to approve their elected officials. It's my recommendation to approve NFHS Education Foundation Board Directors.

Trustee JayLee Packer recused herself.

Trustee Julianne Hill made a motion to approve NFHS Education Foundation Board Elections-Kristen Lenz President, Jeff Dufault Vice-President, Tomi Lenz-Treasurer, Holly Shuldberg-Secretary. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Discussion Items:

JUUL Lawsuit: Superintendent Stutzman said there's nothing to report, yet. We filled out the questionnaire from AJH and sent it back to Amy White. I haven't heard much from them, although they had a couple of questions on the longevity of our Administrators and how long some of us have been here. I suspect it's a sit and wait lawsuit as the attorneys work behind the scenes to work out a settlement. I did see in June, JUUL settled against them by the North Carolina Attorney General. There may be some value to what we're doing and get the word to those companies manufacturing vape.

Principal Larry Bennet said he'd be happy if we could get vape detectors in the bathroom, it's really becoming an issue. He said the scary thing is, it's the younger ones, it's the 9<sup>th</sup> graders that are the major problem at our school, and girls.

Survey Results: Trustee Julianne Hill said this has been a lot of work. It's been a whole community that works together. There are over 38 people who have served on the community advisory committee. When we got together, we were having a discussion at that time, with coming up with goals. We wanted to have a vision and goals. We knew what our motto and mission are and where we wanted to go. So, you said let's get some community input and we said that's a great idea, let's go and organize a committee to put out and see if we can get some surveys. First meeting in May, and everyone was invited to come. We just wanted to see how many would show up and we had about 25 from both sides of the district show up at this meeting. The whole questions we started with is, when you send your child to school what do you expect to happen? Then the ideas started to flow, and we came up with we want our kids to be safe, we want our kids to learn, we want them to be treated nicely by the teachers, we want them to be treated nicely by other children. We wanted all of these things. So, with that we came up with our focus areas that were in conjunction with our motto. We originally started out with 6, but then it just got so complicated we enlarged it to 8. Safety, to prepare college and career ready students, improve educational, mental and social health, quality learning, teacher recruitment and retention, improve communications, financially responsible, and improve facilities.

We decided that best way was to send out surveys. At first, we were going to send out one big survey, but we needed to know who wants what. We decided as a committee to send out four different surveys, staff, students, parents, patrons. If you can get a quarter or third back, that's a pretty good overall indication and we were able to accomplish that in all of our surveys. I think the board has a clear direction of where these people want us to go.

Just to summarize the main points from all the surveys, number wise, data point wise, every way. Safety number one concern get rid of easy access to buildings, and lack of drills. Preparing our students for college or an already career. There was a lot of support for vocational training in the schools and to get college credits. Improve educational emotional, mental, and social health, it was so big in this survey. Teacher recruitment and retention, we need to be competitive in recruiting and retaining good teachers. Improved communication how they best received information from the school, and it's important to use all forms of communication. There were no real red flags with financial responsibility. Facilities the number one thing that kept coming up, of course, continue the district as is as far as the structure, was the highest percentage, and to have an aux gym and auditorium for SFHS, were the most mentioned needs for facilities.

Building Facility Needs: Superintendent Stutzman said it's time to get moving if we want to go out for a bond. What I did in the building needs document, is highlight in the document in purple that items I thought needed to be in a bond. It starts with Ashton Elementary and include bathrooms on the north end and a couple new classrooms. Parker Elementary needs windows replaced. North Fremont High School northwest corner of the building connect with the ag science shop and add a couple classrooms there, add a field house, and replace the gym floor. Then also, complete the softball and practice fields, but that could be one of those things we can take care of with plant facilities. South Fremont High School auxiliary gym and auditorium. Replace the CTE facility and upgrade to provide better career pathways. Replace the track, which is a full re-do, and a fieldhouse at South Fremont High School. South Fremont Jr. High needs to be replaced, but I think that needs to be determined at a later bond. Teton Elementary replace the windows. Superintendent Stutzman said this is my recommendation, but it needs board decision, and you guys can decide how you want to move forward.

Construction Manager/General Contractor: Superintendent Stutzman said I talked with Aaron about the timeline, and he said we need to move forward if we want to be ready by the August election.

Chairman Jon Bailey said we are running head on with our patron surveys and feedback. We are running the same parallel path on facility needs, CTE and understanding what the community wants. We need to start with what are the qualifications that we need to see in that RFQ. We don't need to identify every project yet, but you can run all of these parallel paths, until you have to have decisions. We know there are needs at north and south and even if we do the minimum, we can have lots of parallel paths until we get to the point, we must make a decision.

Superintendent Stutzman said I think along with a GMGC we need to get a design team. It's one of those things to have in place if the board wants to move forward with this. There really is a need and 2023 is the last bond payment. The taxes will go down immediately following the last payment. I did schedule Christian Anderson, from Zions Bank to come to the next board meeting at 4:00 p.m. I asked him to give us some scenarios on different amounts.

Chairman Jon Bailey said the last thing we want, knowing that we have facility needs, is once the taxes go away it's hard to bring them back. If we keep them about the same, it's going to be a lot easier to pass.

Trustee Coy Crapo said when you look at the south end of the district and by the time you look at building an auxiliary gym and auditorium, you ought to just build a new school and tear that one down, but I know you're talking big money. How do we know as a board how to compare all of that stuff?

Chairman Jon Bailey said the only way to get that is you have to have a consultant or a partner in your camp. We send out RFQ, that request goes out to all the different contractors, they all submit their qualifications, we pick who that is, when then negotiate what we will pay them. Our attorney and their representative and we finalize what the pre-bond rate is, then there's a pre-construction rate, and then there's a during construction rate. So, there's three different fees, usually the pre-bond and pre-construction are more of a consultant fee: it's not big money.

Superintendent Stutzman said you get a design team will give you renderings for free. They don't go into a great detail, and then if the bond passes, they deep dive in and give you a whole plan. If you just hire a design team, a lot of time they put a lot of bells and whistles than what you need. I think it's important to have a CMGC on board.

Chairman Jon Bailey said we highlight some of those items and we're now beginning the first part of November and by the 19<sup>th</sup>, if we had figured out the RFQ, then by our next board meeting or close to that, we could say your stuff is due to us by the next board meeting. Then we start to make a short list by the 17<sup>th</sup> and go through interviews if needed. In December we create the selection committee, so that by January, the selection committee selects that CMGC. We ratify that the board in January, then we start the contract negotiations. February, we start working through a comprehensive review. So, tonight we are going to go tour SFHS, SFJH, HFE and next month tour AEM, NFHS, so all of us board members know exactly what our needs are. In January we bring in outside help and do a full review. What's good about a contractor is they say if you want to do this, based on these qualifications and needs, here's what you're looking at a budget standpoint.

Trustee Tia Cherry said bids are about as good as the day they are given right now. I did some asking around at the football games, like what do we need, what do you feel like. I do believe we would be laughed out of our positions if we do fieldhouses, they think that's a want, that is not a need. Even the people who love sports at North Fremont, are like no. We're going to want to put on the platter what people actually want, because people are still fired up over COVID, and they're going to come out and vote in the big ones, and you need to have a super majority to win it. So, we need to really get down to the nitty gritty, what are our needs, not our wants. I know I've talked to a lot of people that SFJH, and anyone who has ever been to a basketball game, full heartily agrees they need bathrooms. AS long as we keep our focus on true needs, you're going to pass it. The big desire is pay and retaining and promoting.

Chairman Jon Bailey said as I see it, we do need to press to get a CMGC in place and what are the qualifications we want to see in a builder.

Trustee Coy Crapo said what about the aux gym at Ashton if you put a net in there. At south we have two gyms, and my kid plays basketball, and they practice really early in the morning because there are no options.

Chairman Jon Bailey said based on the survey 75% agreed there is a need for an auxiliary gym, down here.

Trustee Tia Cherry said they aren't going to vote for a dangled carrot. Let's just be very thoughtful in what we do.

Trustee JayLee Packer said we only have two gyms.

Chairman Jon Bailey said I see it as whether north wants to pay for it or not, I'm pretty sure we could pass the CTE, Auxiliary Gym and Auditorium down here. South carries the vote, and we pass a bond on most of these things.

Trustee Tia Cherry said does it really carry the super majority though?

Superintendent Stutzman said no, it would take almost everyone in the north end, for it to not pass. Just looking at the number of people in the district, 2/3 of the voters live on the south end. So, could the south end of the district pass a bond on its own, it possibly could happen.

Chairman Jon Bailey said I would want that to happen, because that would help our friends on the north.

Superintendent Stutzman said there are some needs up there and at Ashton Elementary. I am not sure why they didn't put bathrooms on the north end.

Principal Evan Ricks said here's a thought, and I'm not proposing anything, but we have a little tiny cafeteria could expand out and make an auxiliary gym.

There was continued discussion about adding it to the list and exploring it.

There was continued discussion about fieldhouses and Superintendent Stutzman said there are patrons who are looking to raise enough funds for a fieldhouse at South.

Chairman Jon Bailey said this isn't an action item, but is there some consensus to do an RFQ, and finalize something in November, so we can post this.

Trustee Julianne Hill asked to have any of you worked with a bond and worked through that? I think that will answer some of your questions about how a bond works and Christian coming next month will be very helpful to this decision making. We need to make some decisions soon, because you need to have all your t's crossed, and we can only do that if we have a budget.

Trustee Coy Crapo said we have to post it for 60 days.

Chairman said prior to posting we would need to have an architect render what this would look like.

Trustee Jaylee Packer said we talked about restructuring the district too, and I still do have patrons who like the idea of the town hall meetings, and I thought we were going to proceed with those. I still have patrons who are asking about that.

Superintendent Stutzman said he did make contact with Lisa Sherick that we want to move ahead with training, and she said she would get back with me with available dates. I haven't received anything from her, but I will contact her in the morning.

Superintendent's Report: One of the things I think is important that we don't give up our ability to pass a supplemental levy, if you've seen what the legislature is proposing. They are talking about funding us better, but in the same sentence taking away the ability pass a supplemental levy. The funding would come from sales tax, so, with that said, in a downturn economy all at once we're upside down, like we were in 2008. We need to realize that in 2007-2008 about 33% of the district had supplemental levies, now because of the downturn in 2008 and never catching back up, 88% of the districts now have supplemental levies and it's part of the operating costs. When the district has a need, the district can go to the patrons and say please help us out. Contact your legislators.

We are working to create an additional bus route for Saint Anthony. As the snow begins to pile up, it becomes more of a hazard and less safe for our children within the 1-mile radius to walk to school.

Future Agenda Items:

Town Hall

Look at budgeting retention

RFQ

Julianne Safety access for buildings

Executive Session: Trustee Tia Cherry made a motion to go into executive session: **I.C. 74-206 (a)** To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general. **(c)** To acquire an interest in real property not owned by a public agency. The motion was seconded by Trustee Julianne Hill. Roll call vote, Coy Crapo, yes, Tia Cherry, yes, Jon Bailey, yes, Julianne Hill, yes, JayLee Packer, yes.

Went into executive session at 6:48 p.m.

Trustee JayLee Packer made a motion to come out of executive session. The motion was seconded by Chairman Jon Bailey. All "ayes", motion carried.

Came out of executive session at 7:20 p.m.

Trustee made a motion to adjourn at 7:20 P.M

The Superintendent and Trustees toured school buildings