

LEARN BUILD LEAD
Fremont Joint School District No. 215
Regular School Board Meeting Minutes
December 13, 2021
North Fremont High School
Meeting Time 4:00 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 Coy Crapo offered a prayer.

Trustee Tia Cherry led the Pledge of Allegiance

Chairman Jon Bailey called the meeting to order at 4:04 p.m. A quorum was present.

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

Work Session: Christian Anderson from Zions Bank and Eric Heringer from Piper Sandler gave a presentation on Bonds & Levies.

Learn Build Lead: Chairman Jon Bailey said in 2016 there was a study done on what are the factors that determine if someone is going to be successful or not. Angela Duckworth wrote a book called Grit. The study proved that IQ, social interaction, social status, and name all the ones you think would be greater factors that would determine success, and not any of those were number one. Number one thing that determined one's success was Grit. Grit as defined by both hard work as well as passion. When someone is passionate about something and they work hard at it, they can become extremely successful. A growth vs a fixed mindset, would experience one's distress or adjustment to their stress levels they might be experiencing during a given life event. The relationship between a history of stressful life events or psychological stress would be stronger for those who had a fixed mindset. People that got stressed and couldn't handle it very well, it was because their mindset was fixed; they didn't allow to change. The growth mindset buffers the negative consequences of a challenging or demanding environment. How do we make sure that we teach our kids to have grit and to learn to change, adapt and grow?

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

Action Items:

Second Reading of New Policy 7240 Programs for Indian Children: Superintendent Stutzman said this is the second reading of new Policy 7240. It's my recommendation that we approve the second reading, and at this second reading, we also approve it to become policy.

Trustee JayLee Packer made a motion to approve the second reading of Policy 7240 as policy. The motion was seconded by Trustee Coy Crapo. All "ayes", motion carried.

Alternative Authorization-Jacy Miranda: Superintendent Stutzman said she has a certification which is a 6-12 language arts certification. We hired her as an elementary teacher, so we need an alternative authorization so she can continue teaching elementary. She needs to take two classes, Mathematical Thinking and Reading Literacy class. This authorization will allow her to fulfill her duties in the next year and become fully certified. It's my recommendation that we approve the alternative authorization for Jacy Miranda.

Trustee Tia Cherry made a motion to approve the alternative authorization for Jacy Miranda. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Listening Meetings-Superintendent Stutzman said I've been in contact with Lisa Sherick, the retired superintendent from Rigby, and asked her to come do these for us. My thought is with the current holidays upon us. It would be best if we schedule these in January. I just need to know if there's anything you want us to focus on, and I need your approval to hold these in January. My thought is to have one on the north end and one on the south end.

Trustee Tia Cherry we need to gather and zone in on what people are asking us.

Trustee JayLee Packer said I think restructuring the district is a good question.

Chairman Jon Bailey said I think having that conversation is worthwhile, just get it on the table. I'd rather figure it out now, so we all have a good idea of what that means, where we're going to go, and we can and cannot do. There is a significant need and there's a large need on the south end and on the north. We will have her listen and understand and ask what the patrons want.

Superintendent Stutzman said JayLee talked to him about the possibility of splitting the district and I don't know if that is still something that is being discussed, or if it's something we need to talk about. I have my opinion, because I know what it would take to duplicate what we currently have. Technology wise, Tracy Smith said it would create a nightmare for the north end trying to duplicate what we supply from the south end this way. You'd have to duplicate his whole department and the district office. I don't know if you could do it with less people, just because of the reporting that we currently have to do. I don't see how you could duplicate that part without the same number of people.

Trustee JayLee Packer asked if Lisa was there when Jefferson district split?

Superintendent Stutzman said I'll touch base with her and see what she knows and could gather for us. How would you split the district? Where would you draw the line? Currently the north end of the district is 28% of the students, and the south end is 72% of the students. We're very fortunate to have the tax base we do, does that mean the north end gets everything that is north or do we split the district based on the percentages of student population.

Chairman Jon Bailey said I don't think the state would allow us to do that. They wouldn't hurt the south end just to say okay the north is going to get all of that revenue.

Superintendent Stutzman said I don't have a dog in the fight, but since I live in the south, I would do what I thought was necessary that the tax base would stay with the percent of students, because I feel that's how it should happen. You must make the determination of whether or not you are going to move forward with it.

Chairman Jon Bailey said we vote as a board and a majority would allow that to move forward.

Superintendent Stutzman said it then goes to the State Board of Ed and they look at it then it comes back to all the patrons and all the patrons in the district get to vote on it. It would need to be a simple majority district wide, and a simple majority with the new split off.

Chairman Jon Bailey said those boundaries would need to be determined before going to a vote. I guess it's worth having the discussion.

Trustee Coy Crapo said so the meetings you're talking about are finding out what people want as far as facilities needs and also splitting the district, is that what I'm hearing?

Chairman Jon Bailey said yes, and I also think we want to find out from a strategic plan. Julianne helps to push to listen through the surveys,

Trustee Tia Cherry we go in with the idea that these are the needs that we've seen. Like the Jr. High needs new bathrooms or a new shop. Is this what you really want?

Superintendent Stutzman said Lisa Sherick is not cheap, but 1.5-2 hours per location. She gets back a pretty good report back to you. Then you have good definitive information that you can base your decisions on. She would take care of it all, and the board could attend.

Trustee Julianne said we need to do it because we've told people that we're going to do it. The survey's brought us in a lot of information, but there may not have been an opportunity for some not to take the survey, and this would give them another chance. But I think it's going to be important that we don't increase division, or we don't create a division if there isn't one there. Say we do decide to address splitting the district and we want to listen to the comments, why? I think we need to be open enough to what can we do as a district to make your concerns better. What is it that you want that you don't have or what is it that you're getting that you wish you weren't getting? We need to listen both ways and open it up so that everyone feels very comfortable to speak. That it's not a north/south issue, that it's not student against parent issue, or parents against administration issue. That we're in there to get better.

Trustee Coy Crapo assuming the district stayed the same and then you go to the patrons and ask them to support a bond and you create this animosity between the north and the south, that's going to be counterproductive. That's my concern and not that we don't need to listen, because we do.

Trustee Tia Cherry made a motion to approve the listening meetings. The motion was seconded by Trustee Coy Crapo. All "ayes", motion carried.

Safe Return to In-Person Instruction and Continuity of Services Plan: Superintendent Stutzman said the guidance from State Department of Ed that we review it every 6 months. I asked the principals to take it back to their staff to make sure they're aware of this plan. I did read through it and found one spot that needs to be changed. On page 4 under COVID-19 Testing, the changes that I would like to have made, it currently reads "COVID -19 Testing: The FCSD will continue to utilize a school nurse, as well as the EIPHD, for

COVID -19 testing. This will be made available each week to staff as well as parents desiring to have their children tested for COVID-19." We don't do that, and so what I would like to change it to is, "The FCSD will ask staff as well as parents desiring to have their children tested for COVID-19 to utilize their medical provider." We currently do that. My recommendation is that you approve the Safe Return to In-Person instruction and Continuity of Services Plan with the said amendment.

Trustee Julianne Hill made a motion to accept the Safe Return to In-Person Instruction and Continuity of Services Plan that is provided. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Facility Needs: Superintendent said I would like to move forward, but with the listening meetings, we may need to table. I have a shared document with what I believe are the facility needs. SFJH in my opinion needs a full replacement, but I would try to take care of the things we need to take care of. We need to be sure we're in toon with what the voters want to do and move forward from there. I recommend we table #5 to a future meeting.

Trustee Jon Bailey from an action item standpoint, it's healthy to be aware, but moving forward it's hard to take action on until we're all sync.

Trustee Tia Cherry made a motion to table facility needs. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Trustee Julianne Hill said we have been collecting a lot of information from a lot of people and talked about a lot of different things with needs. We've done the survey and we've talked about needs and there've been discussion within different groups. Can we not discuss what we've been hearing and say what direction we're going? From the survey, the biggest need was an Aux gym for South Fremont. The was the number one that everyone agreed with.

Trustee Tia Cherry visually for me at south, the gym, auditorium, SFJH bathrooms, and when you took me in the shop, I thought get them a new shop. On the Ashton side, elementary bathrooms, a large auxiliary gym, and I loved Mr. Ricks idea of a kitchen/gym revamp at AEM. We could make their gym a more usable space.

Trustee JayLee Packer said in addition to the ones we heard about on the south side. Ashton Elementary problem with the heating and new bathroom, and air conditioning at NFHS.

Trustee Coy Crapo said like Byron said the South Fremont Jr. High, it needs replaced sometime, but is now the time with the costs the way they are? Probably not, that's a want I would say, but down the road we're going to be forced to do something.

Chairman Jon Bailey said if we're going to do a bond in any shape or form, we need to resolve this issue with the division. If we're not all in agreement, it's going to be hard to sell. Byron had an idea today, maybe we put on the ballot each thing we think would need done, each item would be their own question.

Superintendent Stutzman said each item would be their own question.

Trustee Tia Cherry asked if they would all need a super majority? We'd have to tag on to you guys, because that way it would create a division if that were the case.

Superintendent Stutzman said it could happen that way, but take this building for instance, the super majority did not come from this end of the district, even if you only counted this end of the district. It was only passed because of the voting power and the number of people who voted yes from the south end of the district. That is something we have to look at as a board and me as a superintendent, that these are needs we believe need to be addressed.

Trustee Tia Cherry said she's in agreement with anything that is truly a need.

Trustee Julianne Hill said we need to create a bond that is for real needs. If we can all agree what the needs are by listening to other people, then we could certainly work together to get it passed. Let's get a feel, don't you think we could be on board by February.

There was continued discussion about the listening meetings and presenting the boards idea of needs at the listening meetings to get feedback from the patrons and educate them at the same time about a new bond and their taxes. The timeline when to run the bond was discussed and the county needed to be notified 60 days prior to running the election. By February there should be a good idea of how to move forward.

Patron Input: Superintendent Stutzman said we didn't do any patron input on this agenda, but he did invite our representatives and our senator to come address the board.

Senator Van Burtenshaw addressed the board about various education bills.

There was a 15-minute break.

District and South Fremont Jr. High Administration Changes: Superintendent Stutzman said in my report to the board on the 29th of November, I talked that I would like to move Jan Stronks from Vice Principal to Principal. I have given Dr. Marotz a lot of extra work, and he has taken it on. There are a lot of things that we need to do, and in order to move forward in the direction the district is going and really embrace what we need to do, David has that expertise, and It's my recommendation that we move him into a year-round position and have him focus more on all of that, starting at the semester break and then move him to the D.O. at the end of the year. He would still be in the building, but he would be helping more as a mentor for Jan. It would open an assistant principal. I need to talk with Dave and Jan a little bit more to see if that needs to happen this year or if that can wait until the end of the year and move forward to next year.

Trustee Tia Cherry made a motion to make changes at SFJH administrative changes to Jan Stronks as building administrator and move Dr. Marotz to building mentor and district responsibilities. The motion was seconded by Chairman Jon Bailey. All "ayes", motion carried.

Trustee Coy Crapo said if you're in the school Mr. Marotz, do we need to have a vice-principal there to help Jan right now, rather than waiting to the end of the school year?

Superintendent Stutzman said the change would be at the semester break, which is after your January board meeting. What I would like, is Jan and David and I to sit down before the January board meeting, have that discussion and then they make the recommendation.

Discussion Items:

Superintendent's Report: As I reported in my shared doc last Friday, we billed our medical insurance since the Covid break to ESSERF II. This action allowed us to bring about \$1,500,000.00 into the general fund as revenue. Hali and I are working to do the same with ESSERF III, and once we are able to do so, we will let you know. According to the SDE there is a monster report we are going to need to do in order to report back to the SDE and Federal Government. Hali and I are a bit hesitant to use too much of that money until the full reporting has been done.

Future Agenda Items:

- Draft new Evaluation
- Assistant Principal SFJH
- Discuss items we want included in RFQ, identify qualifications.

Executive Session: Superintendent Evaluation- Trustee Coy Crapo made a motion to go into executive session: 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. The motion was seconded by Tia Cherry. Roll call vote, Coy Crapo, yes, Tia Cherry, yes, Jon Bailey, yes, Julianne Hill, yes, JayLee Packer, yes.

Went into executive session at 6:41 p.m.

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

Came out of executive session at 7:58 p.m.

Trustee made a motion to adjourn at 7:58 p.m.

