

LEARN BUILD LEAD
Fremont Joint School District No. 215
Regular School Board Meeting Minutes
September 13, 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

Chairman Jon Bailey offered a prayer.

Chairman Jon Bailey called the meeting to order at 5:02 p.m. A quorum was present.

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

Trustee Tia Cherry led the Pledge of Allegiance.

Learn Build Lead: Trustee JayLee Packer read a quote from Gandhi, "The future depends on what we do in the present." I guess that's one reason I wanted to become a school board member, so I could make a difference for the kids' future. To make sure we're hiring qualified teachers, makes sure that we are preparing them for college and higher education, make sure we have safe schools and adopt policies we believe in as a board, and show we are financially responsible to the community.

Trustee Tia Cherry made a motion to accept the consent agenda. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Action Items:

Audit Report: Scott Bond from Rudd and Company presented the audit report for 2020-21

Trustee JayLee Packer moved to approve the audit report. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

First Reading New Policies and Procedures:

Superintendent Stutzman said there are a couple of ways to do this, we can waive and just approve the first reading of the new policies, or we can adopt them one at a time and read them in entirety.

Trustee Tia Cherry made motion to approve the first reading of policies and procedures as listed on the agenda. The motion was seconded by Trustee Coy Crapo. All "ayes", motion carried.

Trustee Julianne Hill had questions with policy 1650 we need to have so many hours of training, and I'm wondering whose keeping track of that, and how does that really work. Do we need to make those changes before we adopt that and make it specific to our board?

Superintendent Stutzman said it's not a required policy and since it's the first reading; I will recommend we decide if we want to keep it, and then make the decision to either get rid of it or modify it substantially. The number of hours would be designated by you, and it would be determined by you as a board, if you want to have that.

Trustee JayLee Packer said it also talks about Policy 2125 that all Trustees elected or appointed shall participate in at least one board member orientation focused on literacy intervention and improvements. So how would that tie in?

Superintendent Stutzman said if you adopt that policy also, I will work with you and let you know about what we are doing as far as literacy. The Continuous Improvement Plan which I'm going to ask you approve, does have a lot to do with the literacy in our district and the goals that we set. So, I would ask, if you do approve these policies that we take the time at a future board meeting or work session to go over all that we do in the district and that would meet part of the time training that you need to have.

Trustee Julianne Hill said I think Policy 2125 is a great policy to have. I'm just saying if we have a policy that we need to meet so many hours, that meet that time.

There was discussion when we bring in ISBA to do trainings, that those would count as part of the required board training. ISBA does keep track of those training hours, so the Board Clerk Hali Mackert would keep track of the annual training hours for the board.

Chairman Jon Bailey said so if we set the training at 5 hours per year, with the trainings we've already had this past year, we would have met the requirement.

It was determined at the second reading of Policy 1650, to set the number of training hours to put in the policy.

Trustee Julianne Hill asked where the money was going to come from if Policy 2125 gets adopted?

Superintendent Stutzman said we get some state literacy funding, and we have an after-school homework club that we could utilize some of the funds to do that also.

Amended Policies and Procedures: Superintendent Stutzman said It's my recommendation that we approve the ISBA amended policies.

Trustee Julianne Hill made a motion to accept the amended policies and procedures by the recommendation of the ISBA. The motion was seconded by Trustee JayLee Packer. All "ayes", motion carried.

Trustee Jaylee Packer on Policy 1300 we need to choose one about review annually or biannually. On Policy 4420, it talks about convicted sex offenders, do we have those notices posted at the schools?

Superintendent Stutzman said we don't currently have anything posted. It is in the policy, so we will get it taken care of. By law they have to contact us if they are going to come to the school.

Trustee Coy Crapo asked if we have a list if sex offenders move close to a school?

Superintendent Stutzman said we go online to check the sex offender list. We do have one that has a child plays football and he lets me know whenever he is going to the game, and I notify the school to let them know that he will be in attendance. At no point in time should he be alone, and he has a wife that he brings with him.

Julianne Hill said law enforcement reviews with the sex offender what his limitations are at that point. He cannot get within so many feet of the school or whatever.

Superintendent Stutzman said the policy states, "All notices posted as required by Idaho Code, shall be at least 100 square inches, make reference to I.C. § 18-8329, include the term "registered sex offender" and be placed at commonly used entrances to the property."

Trustee JayLee Packer said on 5100 hiring of personnel, on board action it talks about the board of trustees will have placed before it all candidate names for the position.

Superintendent Stutzman said currently we give you a hire recommendation.

Trustee JayLee Packer asked if we need to change the policy to reflect what happens? When we talked to Krissy from ISBA, she said we should get the top three, correct?

Superintendent Stutzman said sometimes there aren't a final three, sometimes we only get one. So, do you want all the candidate's names once we make a recommendation? We thought by filling out the form we recommend the hire to you, we thought we had taken care of what you wanted.

It was determined to change Policy 5100 under Board Action, "Have placed before it all candidate names for the position", to "Have placed before it top three for certified and administrative positions."

Trustee JayLee Packer said on Policy 7408, I just want to make sure that we get three bids.

Trustee Julianne Hill said Policy 3030 Part-time Dual Enrollment concerning kids that just come to school for certain classes. If they are taking college courses that are using public school resources. Is there any charge for that?

Principal Larry Bennet said we don't charge. We have a couple of every year, and they come for part of the day. We do get ADA if they are there for half time.

Trustee Julianne Hill said on Policy 3570 retention of records and student information and student records. Can a teacher to a teacher look at student records? Say you're getting a student from the 5th grade to the 6th grade, can a teacher look at the records? It talked about they are very restrictive. I think it would be helpful for a teacher to go back and look at student records.

Superintendent Stutzman said they do have access on a need-to-know basis. We have Milepost, and we ask teachers to put their notes in there. Then it has a running record of the whole time the student is with us as they progress through our system. We focus academically in Milepost, but it allows teachers to put their anecdotal notes in there. One thing we ask is that they put factual notes not emotional or inappropriate data. If they are getting a new group of students, they can see what happened in the previous year, and they can see the discipline log of those students.

Trustee Julianne Hill said 3525 talks about immunization and vaccinations. It says if you have an exemption from a physician and prior immunity, that I would think they would need to have laboratory proof of that. Then the last one, that they have had the disease before. My question is, is that really happening?

Principal Larry Bennet says the tricky part is religious reasons or other. They can print off the exemption form.

Trustee Julianne Hill said 3340 Corrective Actions and Punishment, number 5 says out-of-school suspension, they don't have to make up work. Is that really true, they don't have to make up the work?

Superintendent Stutzman said if they've been suspended the principal can suspend for 5, I can suspend them for 10. I know administrators try to keep them in school when they can. If we out of school suspend them, it's bad enough we don't want them around, and we don't want them to burden the teachers with suspended students.

Principal Larry Bennet said that's part of the deterrent factor, you don't want to be suspended. We very rarely have out of school suspensions, unless we don't want them there. Usually, I suspend for just two or three days.

Trustee Tia Cherry said usually when we expel, it's for a semester.

Policy 8605 Retention of District Records the amended portion under Student's Education Records was changed from permanent to select how many years to keep records. It was determined to not change to the recommended amendment.

Vaping/JUUL Lawsuit:

Got a call from Amy White asking if we wanted to join this lawsuit. At our Region 6 superintendents' meeting all of the large districts said yes, the small districts didn't want to put the effort into it. My thought is it's a chance to send a message to a company that has targeted young kids to use tobacco products or nicotine. Amy said there was a lawsuit that has already been settled. It could come out that we could make a little money, and if we do, we use the money for educating students against drug and nicotine usage. This lawsuit won't cost us anything.

Trustee Coy Crapo said I think it's a problem, my kids say kids are vaping in class.

Trustee Tia Cherry made a motion to join the JUUL lawsuit. The motion was seconded by Trustee Coy Crapo. All "ayes", motion carried.

Continuous Improvement Plan:

Superintendent Stutzman said I shared it with you on Friday and there are a few little changes made. The last page of the spreadsheet is a new section, and the rest is similar to what you have approved in the past years. The administrators went back and talked to their staff about the last page. We want attainable performance levels. If we have a teacher who is nonperforming, it's up to the building administrators to take care of it. I don't think we should limit their ability to move across the career ladder. My recommendation is to approve the continuous improvement plan.

Trustee Julianne Hill made a motion to approve the Continuous Improvement Plan. The motion was seconded by Trustee Jon Bailey. All "ayes", motion carried.

Alternative Authorization:

Superintendent Byron Stutzman one of the things we're going to do in the future instead of giving them a contract, give them a work agreement until they get the paperwork completed. Just because you have a certification, that doesn't mean you will do well in our schools. We want people who fit into our district and work well.

Principal Drex Hathaway said when I look at candidates for alternative authorizations, I have a good relationship with Bruce Cook at BYUI, and he and I have a long conversation. He sends me his best recommendations. They still go through the application process like all the others, and they still go through the interview process.

For Audrey Peterson I had one certified applicant, and when I started calling around on references, he was dismissed for sexually harassing other employees. She came highly recommended from Bruce.

Joseph Kaze was the only applicant I had for that position.

Jasper Davis is a certified teacher, but her certification was expiring or had expired in Arizona. After phone calls to our state department, they said it's actually easier for her to go the ABCT route to become certified in Idaho than for her to go and recertify in Arizona because their process is very difficult. So, at the recommendation of the state, we put her on an alternative authorization and all three of these will be done by Christmas and be fully certified.

Audrey is doing a phenomenal job. We now have Spanish 3 that we haven't had in my building, and we now have EL learners that can now get help in their native language. Jasper Davis has taught upper-level math in Arizona in very large classes, but she also has a degree in electrical engineering and a master's in environmental systems.

Principal Nancy Griffel said Kenzie Johnson was to be a student teacher candidate in our building. She will be graduating in December, and she'll have her certification in December. She has been highly recommended. She was our only applicant, because the position came open the second week in August and we had no other applicants at that time.

Angel Fernandez just graduated from the University of Wyoming and there was the situation with the different states in getting certified. She is working on that and all she needs is an RI report from them, and she will become certified.

Trustee Julianne Hill moved that we approve the hiring of Audrey Peterson, Joseph Kaze, Jasper Davis, Kenzie Johnson, Angel Fernandez with alternative authorization soon to be completed. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Copier Contract:

It's a renewal of a contract that we currently have with Valley Office supplying our copiers. So, in looking over what they have put together for us and putting all new copiers into our buildings, it's a saving of about \$1,000 per month. We could have gone out to a full formal bid, or we could utilize the Idaho Association of School Administrators bid process. Valley Office had won that bid also, but just renewing a copier contract, we don't need to go out for a bid. It's my recommendation that we move forward, and we had a board member that said we want to make that approval. Our current lease runs out October 6. It's my recommendation we move forward with Valley Office System to supply our equipment for another five years. They have been our supplier for the past 10 years.

Chairman Jon Bailey asked if we have ever gotten a bid from Yost?

Superintendent Stutzman said we can continue with the current and put it out for bid if that's the direction the board wants to go. Where they are bringing us a pretty substantial saving on all the machines, it's my recommendation, and they've gone through the bid with Idaho Association of School Administrators, we can utilize that, also.

Trustee JayLee Packer made a motion to approve the copier contract with Valley Office Systems for the next five years. The motion was seconded by Coy Crapo. All "ayes", motion carried.

Premier Energy Controls-Service Agreement:

Shawn Lenz has been working with us on quite a few things, and we've spent a substantial amount of money. Getting the high school all new controls and up and running. We're having a problem at Henry's Fork Elementary right now, and there are a number of controls that need replaced there, also. He was replacing one of the boards to the furnace HVAC and he found it was wired incorrectly. They haven't been running at full efficiency. North Fremont High School utilizes the control systems too, so we've got three buildings that use Premier Energy Controls. Jason and Tyler said if we could lock him in to a certain amount of work, it would be great so we can have him here. One of the things we want to do and part of what this contract does, is he does preventive maintenance for us, before school starts and at mid-October. He looks at what needs to be done, when we switch to heat and again in the spring when we switch back to AC. Plus, then we have someone we can get a hold of immediately. He has remote access to the controls and whether or not there are other issues that need to be addressed. My recommendation is to go into a service agreement with Premier Energy Controls.

Trustee Julianne Hill made a motion to go into a contract with Premier Energy Controls. The motion was seconded by Trustee Tia Cherry. All "ayes", motion carried.

Trustee Tia Cherry said if we go into a service agreement, would we need to follow the bidding process?

Superintendent Stutzman said no, this is a service agreement so it's at the \$30,000 mark. He has been doing a lot of the work for us, just because he has the expertise to take care of these kinds of things, and it's been on a pay as we go basis. This sets a limit, and if we reach that limit, we can decide if there's something else that needs completed, but it gives us access to having him available.

Principal Larry Bennett said I contact him and have done so for the last several years at least twice a month.

Trustee Coy Crapo said so the way this reads it's capped at \$30,000 per year?

Superintendent Stutzman said correct.

Chairman Jon Bailey said so does this give us an economy scale by paying him a bigger chunk by this one agreement?

Superintendent Stutzman said no, his rates are listed in the agreement, and he is one of the cheapest on the market, when it comes to those rates. We've done some checking and most of the guys are running about \$150 per hour. The changing of components isn't as expensive, but the actual technological work that he does, along with changing the controls is much more expensive.

Principal Larry Bennett said it would be worrisome for me if Shaun stepped away from that business and is no longer available, because nobody knows that system like he does. It's amazing what he does and what he can figure out. If I call and tell him what it's doing, he'll say to go upstairs and he'll tell me what to do. He is a tremendous resource for us.

Discussion Items:

District Organization:

Chairman Jon Bailey we had an interest in seeing if we could get ISBA to come in and do a listening session at each of the schools, and that conversation was moving nicely until Krissy went on vacation. I can follow up with whoever is the next in line.

Superintendent Stutzman said there are other people who can do that work, and I will email ISBA and ask them if they would make recommendations.

Chairman Jon Bailey said at the potential of reorganizing the district we wanted to make sure we really understand and listen to all the voices and hear the underlying tones and what's being said.

Trustee Julianne Hill said we did have the survey, and Byron said we have about 240 results from the parent survey. We would like a little bit more, but I'd like to close it on the 17th before potato harvest, then we can work on the student survey. I think that will have some important information. I called all the principals and ask if they would put it on their marquees and I think if we did do a robocall, I think it would be helpful.

Trustee Coy Crapo asked if it went out to every parent? Did it go to email?

Superintendent Stutzman said we did email the link and sent a robocall out asking parents to take the survey that would come with the link.

Trustee Julianne Hill said she received a call that some of the parents didn't get the email or the robocall. She said investigating that our complete list of emails and robocalls is not up to date.

Superintendent Stutzman said in order for them to take the survey, they have to have the link. My worry about Facebook, is you spam that out on Facebook and anybody and everybody can take it. One of the things that I would like to see is that if you hear of a parent that has not received it, forward the link to them.

Trustee Coy Crapo and Jon Bailey said they didn't get the survey.

Trustee Julianne Hill said I sent a preliminary to the board and the committee. I think this will help give a real feel for the district for restructuring or organization.

Principal David Marotz said they need to make sure they have the correct phone numbers and email in Powerschool, because that's where the robocall information comes. A lot of times parents change their email or phone number, and they don't tell the schools.

Trustee Julianne Hill said then we would like one to go to patrons and taxpayers in school.

iReady Critical Race Theory:

Superintendent Stutzman said he received an email about a statement that the CEO of Curriculum Associates had made and so just as a discussion item I asked the board member if that's what they want on the agenda. IReady comes through Curriculum Associates; it's a K-8 math program. I haven't used it, but I don't know how any indoctrination could be taking place. The state of Idaho adopted the testing part of it for K-2, and we have purchased it for K-8, so we can utilize the whole program. All but Ashton Elementary School uses it.

Principal Evan Ricks said every program we use in the world will tell you that this group of students is below this group of students. That is the statement I read from the IReady CEO, that if we do this and we can help this population of students grow. They are trying to even the playing field for all these populations of students. But the problem is we've come so politically sensitive that now we can no longer say it's true these students aren't doing as well as these students, and it is a demographic. So, what they are saying in our world today, we can no longer say that. Yet everything we do in the State of Idaho, identifies demographic groups, and we have to identify those groups of students. So, the statement I read from the CEO is this program is good to address this population because they aren't doing as well as this population. It's just fact; look at your national scores across the board and they'll tell you the same thing. They are trying to even the playing ground for all these students. So, I don't know how to read that statement, but I certainly don't read it the way that everybody else is saying. What they are saying in our world today, and everything we are doing in the State of Idaho segregates those demographics. I'm concerned with the way people are interpreting what's going in schools, is just not happening. I would challenge any legislator to come over here and show me where CRT is being taught. It's strictly a political talking point and I've never seen it in any curriculum.

Trustee JayLee Packer said I think it's something to keep on our radar. I did read the CEO statement and the part that bothered me was where we stand behind black teachers, black children, black communities. What about Hispanic communities? What about white communities? On their pages it talks all over about anti-racism in our products and different things like that. I just think we need to keep an eye on it.

Principal Evan Ricks said I agree with you, I don't know why the guy would make that kind of statement. Is it because of the political nature of the country today, because black lives matter; that's why we're going there?

Chairman Jon Bailey asked when was the date? Like a year ago?

Superintendent Stutzman said it was June 8, 2020 and was right in the heat of race riots. So, I think in my mind, he's making a statement to say we support anti-racism, that's the way I took it.

Chairman Jon Bailey said I think for us, and I concur with JayLee. I did a lot of homework in educating myself on CRT. I heard things a year ago when I did my homework and there's not a solid definition. One group defines it one way and another group define it a different way. It's as political as our current administration or last administration. It's something we need to make sure we're aware of. I think we would probably be united; I'm guessing. I'm pretty sure we're going to care because of who they are, not skin color, demographic, or whatever.

Superintendent Stutzman said the American Bar Association put out a pretty good article and I'll forward you the link. Amy White said it's what she used a lot of when she did her presentation on CRT at IASA. It's something we need to be aware of and something we need to be on top of. I'm 100% certain right now, that it isn't being indoctrinated into our students.

Chairman Jon Bailey said no one wants to legislate or mandate what we can and can't teach. I think that we need to be careful that way. But I think having the general curriculum in alignment with our values, that's my hope.

ISBA Conference:
November 17-19 Boise Centre.

Trustee Julianne Hill said we got a card in the mail to meet with our local legislators on September 29th, at West Jefferson.

Superintendent's Report:

-Superintendent's Report – Softball field update; The grain is off, straw baled and stacked, and the fields disced. Tyler has scheduled DEPATCO to come look at it and give us a quote to get it flat. Drex and Jodi are getting the word out to farmers asking for any extra dirt.

-Idaho State Department of Education's plan for Use of American Rescue Plan Funds (ARP) has been approved by the US Dept. of Ed. These funds are in addition to the ESSERF allocations and have more strings attached as to how we can spend them. I lean on Ben and Hali to make sure we are following all of the guidance from the SDE, as we worry that the rules may change once the funds are encumbered.

-The parent survey has been open for the past few weeks, and currently we have 229 responses.

Future Agenda Items:
Second Reading of New Policies
Changes to Amended Policies
Stipend for Board Clerk
Coaches Pay
Google Doc for Leadership Meetings
Administrative Assistant Pay Increase
Bleachers at North Fremont

Discussion Item: Dress Code

Trustee Tia Cherry made motion to go into executive per 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 Trustee Coy Crapo. Roll call vote Julianne Hill "aye", JayLee Packer "aye", Jon Bailey "aye", Tia Cherry "aye", Coy Crapo "aye".

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

Trustee JayLee Packer made a motion to adjourn at 8:47 P.M.