

**FREMONT PUBLIC SCHOOLS
BOARD OF EDUCATION
Regular Board Meeting
December 11, 2023
7:00 p.m.**

The Regular Board meeting of the Fremont Board of Education was called to order by President, Jennifer Scott, at 6:59 pm.

Present: Jennifer Scott, Carrie Crosley, Jared Hanna, Kim Rasch, Justin Visser, Steve Paulsen and Pete Slovinski

Absent: NONE

The Pledge of Allegiance was led by President, Jennifer Scott.

Approval of Agenda

#6936– Motion by Pete and seconded by Carrie to approve the agenda.

Ayes – 7 Nays – 0 Motion passed.

Public Participation: Cassie Franks

Cassie read a statement asking that policy item #6003 be updated to include a description of weapons, including dangerous weapons to include firearm, gun, revolver, pistol, dagger, throwing stars, a knife with a blade over 3 inches, pocket knife opened by mechanical device, iron bar or brass knuckles.

Cassie also requested signage for all schools to say gun free/dangerous weapons free zone to be posted with the drug free zone signs.

The board is going to take her requests/concerns into consideration. Brad will do research on signage and report back to the board.

Recognitions/Presentations: Jared Hudson

Jared Hudson along with Dave Walls presented information on a unified strength and conditioning class that they would like to see become part of the class offerings at the high school. Jared shared a slide show presentation about the benefits this program would bring to not only athletes but to all students who may be interested. Adding additional programming during the school day will give more access to all student unlike the past offerings which were limited to before school, after school or s part of the sport.

He also shared the benefits of the program... physical and mental health, lifelong endeavor, and builds confidence and self-esteem. The hope would be to start in the fall of 2024. Goal is hopefully to serve 192 students in the future.

Approval of Consent Agenda Items

6937– Motion by Jared and seconded by Pete to approve the Consent Agenda Items:

- A. Approve the minutes from the November 13, 2023 Board of Education regular meeting
- B. Approve the disbursements from the month of November in the amount of \$2,753,041.84

Ayes – 7 Nays – 0 Motion passed.

Leadership Reports

Brad Reyburn, Superintendent:

Covered the handout from Tower and Pinkster... He has asked for clarification on the omissions versus errors. Currently the paperwork work sent by Tower/Pinkster shows us \$192, 000 over the allotted monies.

31aa.... Brad shared the results of a survey that went out to the staff concerning how they would like to see the monies used from the mental health & school safety Hopefully we can use the monies from this grant to help cover the monies that will be lost due the end of Esser monies and keep on staff.

Strategic planning.... Brad presented information on hiring the MASB to help the district move forward on developing and implementing a strategic plan. The cost would be \$10,000. This is a process that Brad has not previously been a part of and he feels that we as a district could benefit from this service to make sure that we are on track.

PFM.... Brad, Jen and Julie met with the representative and we are on track to be able to go out in 2025-2026 for a no mileage increase of 70,000,000. Hope to be able to look at what benefits we could have in the district such as a new Daisy Brook building or a Packer event center.

Weighted Grades for the high school.... Scott wrote a letter to the board asking to consider going to weighted grades to increase the interested in some of the harder classes.... The students would reap the benefit of being able to maintain their GPA's and a grade. Potential downsides would be conflict in scheduling and students having to choose between classes when not all will fit in their schedule.

Brad reviewed the policy changes and updates for the policies. This is the first reading of the updates:

Series 1000s - By-Laws:

Policy 1001 - Organization and Functioning of the Board: A small blurb about necessary board expenses and the procedure for concerns about an unreasonable expense. It also talked about indemnifying the board without giving up governmental immunity.

Series 2000 - Students:

Policy 2003, Educational Records: The policy added some "limited directory information" that may be released by the school district. It includes photos, videos and other images and student email addresses. The use is limited to 3 areas. Publication in a district publication, social media, or Websites. District officials who have a legitimate educational interest. External parties who are contractually affiliated with the district.

Minor language changes to policy 2005, Communication.

Series 3000 - Curriculum and Instruction: No changes

Series 4000 - Personnel:

Policy 4003(16.05) - Conditions of Employment: There were a lot of language changes around bus drivers and drug and alcohol testing. I gave the language to Chris to look over as well.

Policy 4003(16.06) - Conditions of Employment: There were changes to staffing, layoffs and recall of teachers. I need to make sure we have a plan for filling a vacancy, placing a teacher in a classroom, conducting a staffing reduction, conducting a program reduction, or any other decision resulting in the elimination of a position.

- *Length of service can only be used a tiebreaker*
- *It must be based on the following relevant factors: Effectiveness, length of service in a grade level or subject area, disciplinary record, relevant special training that is above and beyond regular district training.*

The updates went on to cover each section in detail and then moved on to teacher evaluations. One main change is that starting with the 2024 school year the teacher evaluation ratings will be effective, developing, and needing support. It ended with minor language changes to the whistleblowers protection policy.

Series 5000 - Business: None

Series 6000 - Facilities and Operations:

Policy 6002(16.15) - Threat Assessment: They added the words "and suicide prevention" to the name of the policy, and mandates a suicide prevention protocol and team be added to the district.

Policy 6006 - Tobacco Free Environment: Minor language changes.

Series 7000 - School and Community Relations: None

Series 8000 - General Policies:

We added Wes Zerlaut as the District's 504 coordinator and there were other small language changes.

Other things happening in the district is the updating of our website to make it more user friendly and stream line. Brad, Wendy and the Tech department are meeting with Chloe McCarthy on Thursday afternoon to discuss what we are looking for in new branding for the district... getting away from the world symbol and using the Packer P along with focusing on the positive stories around the district.

Julie Reams, Director of Finance:

The working budget is still under adjustments. She is working on updating grants, wages and benefits. Moving line items and getting things updated. The check reports are now going to show what they are for.

Board Committee Reports:

Finance/Personnel – Met 11/09/2023

Facilities/Policy – Last meeting was 12/11/2023

Pete reported the following items from their meeting:

Sean has been going around cleaning items up around the district such as debris laying around the grounds.

The committee approved the hiring of getting the grease traps cleaned on a regular basis to hopefully help with the odor at the high school. Sean is also working on the lighting at the high school. Several light fixtures no longer have replacement parts being made for them.

Discussed Tower Pinkster and the latest statement from them regarding their definition of omissions versus

Sean has saved the district monies in a few areas over the last month. He looked at the cost of our garbage service and was able to renegotiate a contract that will save us \$6,000 on garbage pick-up.

He looked at what we are paying for boiler inspections and realized he can save us \$2,000 on that.

The high school Geo Thermal system has a cost of \$12,000 and year for the preventative maintenance on the system. Sean says they in maintenance can do this and save that money.

All of these changes Sean has made so far will save the district \$20,000.

Sean also noted that works orders have dropped from roughly 300 in the system to 25-30 work orders... which are common rotating ones.

Pete commented that Sean is a great hire.

Board Communications/Discussion

A. Strategic Plan.... Jen feels that having MASB company come in to guide us is a wise idea. Trying to do this on their own did not pan out well last time and we need a fresh start. Having a team will help us to be sure to get things up and running.

B. PFM financial company... Brad covered this in his report.

C. First reading of new policies... Board will take home to read the packet. Brad gave an overview of all the changes during his presentation.

D. Weighted Grades... The board reviewed the letter that Principal Scott Sherman sent in about the benefits of weighted grades.

E. Christmas Party... Just a reminder that the party is at Lakes 23 on Wednesday, December 13 beginning at 6:00 pm

Action Agenda

6938– Motion by Steve and seconded by Pete to approve to go into contract with MASB to direct in upcoming strategic planning for an approximate cost is \$12,000.

Ayes – 7; Nays – 0; Motion passed.

#6939 Motion by Carrie and seconded by Kim to approve FHS proposal for weighted grades in regards to AP classes.

Ayes – 7; Nays – 0; Motion passed.

Adjournment

6940 - Motion by Justin and seconded by Kim to adjourn the meeting at 8:34pm.

Ayes – 7; Nays – 0 Motion passed.

Kim Rasch, Secretary