

FOSSIL SCHOOL DISTRICT 21J
Fossil School District ~ Fossil Elementary/District Office

REGULAR MINUTES

- 7:00 PM -

TUESDAY, DECEMBER 12, 2017

<u>Pos</u>		<u>Year</u>	<u>Pos</u>		<u>Year</u>
1	Herb Winters	2019	4	Terry Ignowski	2021
2	Jon Bowerman	2021	5	Marie Mallory	2021
3	Erin McGreer	2019		Corrina Jaeger, Business Manager	
				Brad Sperry, Superintendent	

Attendance
Board
Erin McGreer
Herb Winters
Marie Mallory
Jon Bowerman
Terry Ignowski

Staff
Brad Sperry
Corrina Jaeger
Mike Mahoney
Lari Whitbeck
Angi Humphreys
Jim Smith
Cindy Hoover
Jon McMurray
Brian Anglin

Others
Jon Moore
Bryce Logan
Lyja Whitbeck
Leven Whitbeck
Liz Barrowcliff via Zoom
Rebecca Humphreys
Rhonda Morrow
Miranda Morrow

1.0 Call Meeting to Order

*Director Ignowski called the meeting to order at 7:01 pm

1.1 Pledge of Allegiance

*The Board Recited the Pledge of Allegiance.

2.0 Approve/Additions to the Agenda

*Add Communications 4.4 2016-17 Audit Report

*Director McGreer made a motion to approve the agenda as amended. Director Mallory seconded the motion. The motion passed unanimously.

3.0 Committee Reports

3.05 FGS Student Council Presentation

*Mike, Leven, Lyja presented the student council activities this year

3.1 Co-op Committee:

* Did not meet this month.

3.2 Fossil Distance Learning Program:

* Jon Moore gave a quick update. 561 bodies enrolled in distance learning. In terms of ADMr we have 560. December is a big special ed month in terms of counting and funding. As of right now the FDLP is at 25 so ADMw is 585. In terms of money 3 M per contract and 1.1 M to FSD. In September 14 students did not take seats and were replaced. In October we had 5 drops and have been replaced and November it was 6. None in December. Total allocation is 5.8 M dollars and 3.4 goes to dlp the rest stays in FSD.

3.3 Safety Committee Meeting:

*Superintendent Sperry reported: Minutes in packet. People slipping on ice. There is an expectation that ice is slippery. Attorney suggests getting word out to community regarding new blacktop. We have some great de-icers that are not damaging to concrete and we have signs ordered to warn of icy conditions. We had a student that got stung by a bee during athletics in our gym.

*Director Bowerman asked who did you talk to about chemicals to go on asphalt and sidewalk.

*Superintendent Sperry said he talked to PACE attorney and he said do not use the beat dye one.

*Director Bowerman talked to county and they use a company called MARC.

*Superintendent Sperry said he got the name of the product the county uses.

3.4 Rattlers Report

*Jim Smith – In a new four year block soon with OSAA and all coops have to be renewed for the next four year block.

3.5 High School Report

*Written. Great tournament the last couple weekends. Great turnout for foundation auction dinner great help from kids and community.

*Director Ignowski invited the board to take a look at the bleachers, they look very nice

4.0 Superintendent's Report

4.1 superintendent Sperry gave the board feedback on law conference. 2 day conference that discusses and invites lawyers all over the state and different venues. In law relating to school and education. Probably the best conference I go to in what I learn. Legal marijuana, transgender laws, OSAA ruling that have come down, charter school laws. But the big one is the special ed law and the federal changes that are coming through.

4.2

Communications

4.3 Condon/Wheeler Sports Financial Report

4.4 2016-17 Audit Report

*Read and then will be an action item next regular meeting.

5.0 Consent Agenda

5.1 Approval of Minutes: November 16, 2017 Regular Meeting Minutes and December 5, 2017 Special Meeting Minutes

*Director McGreer made a motion to approve the minutes as written. Director Mallory seconded the motion. The motion passed unanimously.

5.2 District Financials: November 2017 Financials and EFB Projection: FSD, FGS, WHS, cash balances. November Expense Voucher

*Director McGreer made a motion to approve the November Financials. Director Winters seconded the motion. The motion passed unanimously.

6.0 Audience Input

6.1 Rhonda Morrow is here to not put out the superintendent job for hire. One thing the board questioned Mr. Smith about during his initial interview is if he would step right into the position.

* Rebecca Humphrey's seconded the thought. I think it was our intent as a board that it would be for his succession and that we would not have to go through the process again. He has worked out well and is part of the community.

*Kaitlyn is also in support of him staying on and has proven to be a part of the community and he cares about the kids.

*Jon McMurray why is audience input put where it is. (It was explained to give input to board members prior to them discussing and making a decision.)

*Jon McMurray keep Mr. Smith as superintendent as a parent. He has done great things for my kids and also as a staff member I would like to see him moved up.

*Lari Whitbeck - Would like to see him moved up as a parent. He is always looking for ways to do more for our students. Like the Sperry's he gives his time.

*Bryce Logan – I am here because I was in the middle of the decisions when we hired Mr. Smith. Bring someone in as he anticipated his retirement and if it was a proper fit it would be a good transition. I would recommend that the first step be that the board sit down with those who work closely with Mr. Smith and evaluate him. At the time we made the hire Mr. Sperry looked for stronger personality and stronger leadership skills and in my eyes he has done these things and he has been what we have asked him to be. The charter did not move forward until Mr. Smith got in the principal position and has moved ahead and as a former board member and parent that is exciting. I think you need to sit down with the teachers, staff and superintendent. And evaluate all of that. I will tell you that the superintendent process is a huge time and energy taker, I would try to avoid unless necessary. This size of school and area does not attract all-star candidates. I would encourage to fully vet the job he has done and evaluate what he has done before you go into a full search. You want stability and smooth transition and your people to feel secure. When you bring in a new person you have a year of them being cautious and learning the lay of the land and you want to be cautious about that.

*Mike Mahoney would like to advocate for Mr. Smith, he is very motivated to what he does and what he wants to do and he is a very passionate person and inspirational for me to bring what is best out in the teacher.

*Miranda also supports Mr. Smith.

*Bryce Logan if you are going to one administrator then you might have additional duties for someone else to do and an opportunity for creative thinking. I would hate to see you not fill that back in. We saw that the other half was able to spend time with kids.

*Mr. Smith says thanks.

*Rhonda Morrow – before Mr. Smith came there was a hard tone to the high school and the tone changed and the cloud went away and we feel like we are a family up here and I feel that the tone would go down to the grade school.

*Brian Anglin – I personally believe the board owes Mr. Smith an interview before they open it up to the outside to see if he is a fit for your vision.

*Angi Humphrey – You hear a lot of the staff supporting and feeling good with him. He is a leader and I have sat in meetings with him where he has talked to a teacher about what they may need to change and he is supportive and good at it. We understand he is our boss and we respect that.

*Jon McMurray announced the Fossil eagles beat Mitchell middle school basketball team.

7.0 Unfinished Business

Non-Action

7.1

7.2

Action

7.3 Discuss/Approve Vision and Mission Statements and Set Goals

*Director Winters would like to take more time on this and Director Bowerman seconded that. I don't think we are ready to talk about our vision yet. I have a vision of the whole community working together as a team, faculty and community members. We get parents coming in here expressing their views and I don't have the short concise statement yet.

*Director Ignowski suggest some dates to work on this more.

*Jim Smith asked if they want input from staff and I don't think that you have done that.

7.4 Discuss/Approve Notice for Superintendent Position

*Director Bowerman with having heard what we heard from the audience – many years ago we hired a superintendent that had a conflict with the Wilson's and the lawyers brought up that the board policy is not law but a good guideline. That superintendent was not renewed. Next super used policy to intimidate staff, community and board members. Then we went through teachers because no one wanted to come here. So, we have a known quantity and we don't often get the cream of the crop to come here. We have someone that loves it here and I would hate to lose him.

*Director Winters for me being new it is a safety to go toward policy. Listening to everyone tonight and the letter from staff.

*Superintendent Sperry asked without an interview or anything?

*Director Winters stated he would also like an interview or something similar and to me it seems like a good fit.

*Director McGreer also struggles with the division between policy and support and is new and floundering and I am moved by everything said and I think we need to sit down and talk to Mr. Smith.

*Director Mallory - I also have struggled, I have seen his work and how he turned around the teachers and community. But you have all moved to make me think differently tonight.

*Director McGreer may I ask Mr. Sperry why he had such a strong reaction.

*Superintendent Sperry - I am out of her in six months and it is your decision.

*Director Bowerman - I think we need to meet with Mr. Smith soon as an interview process and if we are dissatisfied then we could open it up.

*Superintendent Sperry – all I have ever wanted was the board to talk to him and know what you are getting before you just offer the job to him.

*Director Ignowski – after talking to Mr. Smith today and having talked to other board member I think that we should sit down and ask questions.

*Superintendent Sperry– at any time during the board meeting any member of the board may call for an executive session and I do so right now for contract negotiations.

*The Board decided to table the superintendent search until they interview Mr. Smith.

The Board left regular session to go to executive session at 8:00 pm and reconvened in regular session at 8:32 pm.

8.0 New Business

Non-Action

8.1

8.2

8.3

Action

8.4 Bid opening for Table Saw

*Director Bowerman moved to accept Mike Craigs bid offer of \$100 for the table saw. Director Mallory seconded the motion. The motion passed unanimously.

8.5 Ratify Extra Duty Contracts

*Director Bowerman moved to ratify the extra duty contracts. Director Winters seconded the motion. The motion passed unanimously.

8.6 Surplus additional ipads

*Director McGreer moved to surplus the ipads on the list. Director Bowerman seconded the motion. The motion passed unanimously. Director Bowerman moved to surplus the Vtel system and that Brad would set a price after research. Director McGreer seconded the motion. The motion passed unanimously.

8.7 Discuss/Approve Superintendent Evaluation Form

*Superintendent Sperry – the past form was long and unwieldy and it makes for a long night. The board asked me to look at some alternative forms and we put together is what we came up with last year. It covers the necessary 10 areas. But is more user friendly. It does call for me to give you a self evaluation and then I give you my self evaluation in your board packet. One thing you do have to per contract and board policy you must come up with a single

statement of my performance and in open session that statement is read and it is a non-action item. Call me if you have questions.

*Director McGreer stated we don't have any data to evaluate you on.

*Director Bowerman clarified that we fill this out and compare

Director Winters made a motion to approve the superintendent evaluation form. Director Mallory seconded the motion. The motion passed unanimously.

9.0 Director's Comments

*Director McGreer wants to know if we can move the January meeting to January 9 at 6:30 pm - unanimous

*Director Ignowski stated we need to set goals prior to interviewing Mr. Smith.

*Board agreed to work session on January 4, at 6:00 board work session on vision and goals

*Director Mallory said the staff discussed in the past having a copy about their vision

10.0 Adjournment

*Director Ignowski adjourned the meeting at 8:53 pm

Next Meeting:

Special Work Session

January 4, 2018 6:00PM

Scheduled Regular Board Meeting

January 9, 2018 6:30PM

Board Chair

Business Manager