



# Forrest M. Bird Charter Schools

Board Meeting  
 Forrest M. Bird Charter High School  
 615 S. Madison,  
 Sandpoint, ID 83864  
**Date: July 28, 2020**

	Board Meeting Minutes
Minutes taken by	Jennifer Greve
Board members Present	Stacey Mueller, Kate McAlister, Jim Zuberbuhler, Chris Warren
Excused Board Members	
Staff present	Jennifer Greve, Mary Jensen, Amy O'Hara, Laura Maas, Holly Walker, Becky Campbell, Michael Bigley
Absent Staff	
Guests	Austin Maas
Call to Order	<p><b>Meeting called to order 4:33 pm</b> <span style="float: right;"><b>Chris Warren</b></span></p> <p>Pledge of Allegiance</p>
Minutes	<p><b>Meeting Minutes</b> <span style="float: right;"><b>Chris Warren</b></span></p> <p><b>Action Item:</b> Approval of Meeting Minutes for the meeting June 23, 2020  <b>Date:</b> May 5<sup>th</sup>, 2020      ✓ <b>Motioned – Kate Mc</b>      ✓ <b>2<sup>nd</sup> – Stacey M</b>  <b>Approved Unanimously</b></p> <p><b>Action Item:</b> Approval of Meeting Minutes for the meeting July 21, 2020  <b>Date:</b> May 5<sup>th</sup>, 2020      ✓ <b>Motioned – Jim Z</b>      ✓ <b>2<sup>nd</sup> – Stacey M</b>  <b>Approved Unanimously</b></p>

Public Comment	<p>Write in comment from teacher Sarah Evans read by Mary Jensen. Sarah Evans conveyed appreciation for the plan and one concern. Her concern is the number of students teachers will be exposed to every day and then weekly. She shared an idea of creating a pod of students based on their Advisory/Advocacy that they stay with every day for the first two weeks then re-evaluating. She then shared an idea for prep for teachers to allow for contacting families and students. Mary Jensen noted that each teacher has a prep in the current plan so that concern was covered.</p> <p>Teacher Amy O'Hara began by sharing a thank you for being able to share her voice. She also acknowledge she is coming from the lens of a teacher versus the whole picture and that she recognizes this is not the 'whole picture". She then shared her concern around scheduling "echoing the idea shared</p>
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	<p>by Sarah Evans". She also shared her concern that we are remaining flexible within the planning noting that we don't really know what may happen in a few days or weeks. She hopes for continued open dialog to change course as necessary to meet the current need at any point. She addressed concerns around language shared from the State lawyer firm (Anderson, Julian, and Hull) memo regarding teachers and working. The memo stated "generalized fear" is not a reason to come to work. Amy O'Hara noted that it felt it was 'harsh' language regarding people's real fears.</p> <p>Laura Maas shared her agreement with Amy O'Hara and Sarah Evans. She stated her main concern revolves around students transitioning classes as well as her concern around students staying in one room all day. She is also worried about students sitting in her room having lunch with no masks. She thanked everyone for working so hard on this plan and that she doesn't like to complain about things out of our control. She noted her heightened concern is around the reaction of the community. She also shared concerns around the language of the lawyer memo. She noted that everyone does want to be at work but with plans to meet the concerns.</p> <p>Mary Jensen addressed the two teachers' concerns around the memo from the lawyers. She noted that FBCS' plan meets this concern of teachers. FBCS did not want teachers to feel coming to work was the only option. She shared the section of the re-opening plan in which options are laid out for teachers who have genuine concerns around their health.</p> <p>Holly Walker spoke about looking for a happy medium to what Sarah Evans had shared. She wondered about moving back to the 4 period day could work. She noted that she doesn't know what that would look like but wonders. She then asked what the goal of the school is; is it the social interaction. "Is this model really providing that if we are having them in the model we have?" She hopes that the board looks what the goal for having everyone back is which will guide all the next steps.</p> <p>Becky Campbell stated that she is so thankful that our current plan states teachers have the option to work from home if needed. She shared an interest in Sarah Evans' idea. She stated that she really like that FBCS has this autonomy within the reopen plan, that it is fluid, that it can be revised as necessary.</p>
Financials	No Financials to Report

Open Business	<p><b>School Re-Opening Plan for 2020-21 due to Covid-19</b></p> <p>Mary Jensen noted a few revisions based on feedback from the last meeting; specifically noting verbiage that more directly states the fluidity of the plan and option for revision. She then pointed out to the board that the plan sent out by the state law firm is stricter than the FBCS plan. Noted was FBCS is open to faculty teaching from home based on their health or family health concerns.</p> <p>Kate McAlister reviewed her notes from last week and that she sees the faculty concerns are in the plan. She appreciates the faculty's honesty and trust in the board and administration. Kate McAlister then noted a specific concern from a teacher last week regarding cleaning. She asked the specific teacher if having a checklist for cleaning would be helpful. The teacher explained that her concern is not trying to remember what to do but more what will students do while she is cleaning the room. Mary Jensen responded to Kate McAlister that this is a Think Tank item for the teacher teams to devise. Kate then noted her pride in the school for already having a plan that addresses the CDC and WHO recommendations.</p> <p>Mary Jensen noted an item that based on phone calls with families the past week needs to be added. Families requested all "Mask breaks" for faculty and students as long as the 6ft distancing is observed. The Board indicated they liked this idea.</p> <p>Stacey Mueller shared her hope that the school can created a strong plan so teachers feel safe enough to return. Her hope is that everyone can move forward with the plan in a positive manner in place of the fear "we are experiencing". She also stated that</p>
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the board shares their fears and want to alleviate that as much as possible.

Jim Zubhenbuler apologized for missing the last meeting and shared the reason. Jim asked a question regarding the requirement of masks. Mary Jensen clarified. Noted that we are currently in Level 2. As such, masks would be required in the classes/buildings. Clarified that Level 3 is completely online: no students would be in the building but staff could be. Jim Zubhenbuler then noted that if masks had been more of a requirement we would be better than where we are now. He recommended that we are consistent with our requirement of masks. He shared the idea that even in Level 1 we should consider requirement of masks until it is fully deemed unnecessary. Amy O'Hara asked if she could share a comment at this point. The Board agreed. Amy O'Hara noted similar concerns as laid out by Jim Zubenbuhler. Kate McAlister recommended language in the plan that stated instead of "optional" to "masks or face shields". She noted that this covers the choice. Jim Zubenbuler noted that his primary concern is for the safety of the faculty and staff as well as the students and student families. It was pointed out by Mary Jensen and Jennifer Greve that face shields are part of the plan already.

Stacey Mueller asked, based on her concerns around masks, 'what is the plan for the student who has a panic attack while wearing a mask?' Jennifer Greve noted that as in any situation like this the student would be sent to the office to help calm down and then problem solve. Mary Jensen noted those kinds of issues and solutions will be the topic of the next Think Tank with teachers to be held sometime in August.

Chris Warren shared his thoughts based on being 'ahead of the game' with the FBCS plan. Being aware that some schools and camps have opened early and then had to reclose. He also stated concern around what is the definition of Level 1. Mary Jensen reiterated the definition from PHD (no other cases in the area and hospitals free from COVID). He stated that he wondered if that is the time for alleviating the internal concerns. Kate McAlister stated that she felt FBCS should be the role model for the wearing of masks. When the community is finally at Level 0 then we are not wearing masks. She noted that if this is what will make our faculty to feel safe (wearing masks at Level 1). Mary Jensen noted it was important to share that some staff members have concerns around wearing masks all day. She shared that during the first Think Tank it was a big conversation and the compromise was to have the option of wearing masks in Level 1. Mary Jensen ask teacher Becky Campbell (who was part of the conversation to share). Becky Campbell shared concerns she heard from her colleagues and that it was a compromise made in the meeting.

Stacey Mueller asked about the ideas shared by teachers about the 6 period day. Mary Jensen noted that to have fewer than 6 periods the high school students would be behind on graduation credits and middle school students would not be covering all of the necessary classes for moving forward. It was also noted that there would be no electives for students with less than 6 periods.

Board Chairman Chris Warren asked if there were other questions. There were not.

**Action item:** *Voting for all changes to plan in one vote*

✓ **Motioned – Kate M**

✓ **2<sup>nd</sup> - Stacey M**

**Unanimously Approved**

	<p><b>Action item: Approval of changes to the original plan:</b>  <b>Approval of Plan</b>  ✓ Motioned – Kate M  ✓ 2<sup>nd</sup> Stacey M  <b>Unanimously Approved</b></p> <p><b>Action item: Approval of plan for re-opening school in fall 2020</b>  <b>Approval of Plan</b>  ✓ Motioned – Kate M  ✓ 2<sup>nd</sup> Jim Z  <b>Unanimously Approved</b></p> <p><b>Board Member Resignation: Bill Hertzberg</b>  Mr. Bill Hertzberg's sent an email resignation to the Board on July 14, 2020.  <b>Action item: Acceptance of resignation of board member Bill Hertzberg</b>  <b>Approval of Plan</b>  ✓ Motioned – Kate M  ✓ 2<sup>nd</sup> Stacey M  <b>Unanimously Approved</b></p> <p>Chris Warren added that this will be his last term on the board. His term will end June 2021. He would like a discussion at the next board meeting regarding recruiting three new members. He noted he would like fun, intellectual individuals. Kate McAlister also recommended picking people who have something to contribute, professionalism, and commitment. Jim Zubenbuler also noted picking individuals who are willing to stick to the policy board model, who are willing to meet the challenges and bring ideas that help the school. Kate McAlister then offered to bring information from the Chamber and her board training to help with selection and that also helps prospective individuals questions to ask. All Board members liked this idea.</p>
Policy	<p><b>Discussion Item: Review 6000 Policy Series</b>  Mary Jensen stated that there are no revisions necessary for this policy series. She brought attention to Police 6400-5. There is a blank based on information that is already present specifically referring to the evaluation process of administration as determined by SDE.</p> <p><i>Approval of the 6000 policy series set for next Board Meeting.</i></p>
Executive Session	<p><b>Called at 5:36 pm</b></p> <p><b>Taken out of Executive Session 5:44 pm</b>  <b>Action item: Teacher 1 taken off administrative leave</b>  <b>Approval of Plan</b>  ✓ Motioned – Kate M  ✓ 2<sup>nd</sup> Stacey M  <b>Unanimously Approved</b></p>

Operations/ School Reports	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Adjournment	<p><b>Meeting adjourned at 5:49 pm</b> <span style="float: right;"><b>Chris Warren</b></span>  ✓ Motion to adjourn – Kate  ✓ 2<sup>nd</sup> – Jim</p>

	<b>Unanimously Approved</b>
Next Board Meeting	<b>September 22, 2020</b>

**Respectfully Submitted: Jennifer Greve**