Forrest M. Bird Charter Schools

Board of Directors Meeting Agenda

Team:	FBCS Board of Directors	**Chairperson:**	Kate McAlister
Meeting Date:	March 15, 2022	**Start Time:**	4:15 PM
Minutes:	BOD Secretary – Jim Zuberbuhler	**Location:**	FBCS High School
Address:	615 S. Madison Ave, Sandpoint, ID 83864		

Call to Order @ 4:00 PM: BOD Chairperson – *Kate McAlister*

ITEM	
Pledge of Allegiance	Kate McAlister
Approval of minutes	Kate McAlister
Public Comment • Staff Letter to the Board	Kate McAlister
Department Presentation: English/ Social Studies/ Science	Department Heads
Financials	
• Action Item: Approval Financial Reports	Greta Warren
• Action Item: Staff Retention Bonuses (ESSERIII)	Mary Jensen
• Action Item: Leadership Disbursements	Mary Jensen
Open Business	
• Action Item: Radio Club	Mark Webber
• Informational: ISBA Legal Webinar	Mary Jensen
• Action Item: Emergency Closure: March 1, 2022	
• Action Item: Adoption Of ISBA School Board Code of Ethics	Mary Jensen
• Action Item: Staff Dress Code Change Request	Mary Jensen
• Action Item: School Day Time Change for Next School Year	Mary Jensen
• Action Item: 2022-23 Calendar	Mary Jensen
• Action Item: Naming of Campus Buildings	Mary Jensen
• Informational: 20th Anniversary Bash	Jennifer Greve
• Action Item: Music Teacher	Mary J. Jensen
Executive session – Personnel	Mary Jensen

Adjourn @ :00 PM: BOD Chairperson — Kate McAlister

Next Meeting Date and Time: March 15, 2022

Forrest M. Bird Charter Schools

Board Special Meeting
Forrest M. Bird Charter High School
615 S. Madison,
Sandpoint, ID 83864
Date: Jan 18, 2022

	Board Meeting Minutes
Minutes taken by	Jim Zuberbuhler
Present Board Members	Stacey Mueller, Kate McAlister, Jim Zuberbuhler, Jacob Iverson
Absent Board Members	NA
Staff present	Jennifer Greve, Mary Jensen
Guests	NA
Call to Order	**Meeting called to order at 4:18 p.m.** **Kate McAlister** Pledge of Allegiance
Minutes	***Action Item:*** Approval of Meeting Minutes for the meeting November 16, 2021 **Kate McAlister** **Date:** November 16, 2021 ✓ **Motion – Jim Zuberbuhler** ✓ **2nd – Stacey Mueller** ✓ **Approved Unanimously**

Public Comment	No public comment
Financials	***Action item:*** *Approval of financials* **Mary Jensen** **Approval of** ✓ **Motion– Stacey Mueller** ✓ **2nd – Jacob Iverson** ✓ **Unanimously Approved** ***Discussion:*** *CARES Funding* **Mary Jensen**

Open Business	***Action item:*** *Approval of Van Drivers* **Jennifer Greve** IT Director Bill Krutz is looking for approval to drive the school van. At times he will use it to help the culinary arts department in driving students to the grocery store for their weekly purchases. Also, he is developing possible field trips for the students who have joined the newly reinstituted Tech Team.

	Teacher David Lien decided he did not need/want to use the school van therefore he did not need approval. **Approval of Bill Krutz as drivers for the school van** ✓ **Motion – Jim Zuberbuhler** ✓ **2nd – Stacey Mueller** ✓ **Unanimously Approved** ***Action item:*** *Updated Covid-19 Plan* **Mary Jensen** Approval of Covid 19 plan with updates to match CDC changed isolation/ quarantine guidelines. ✓ **Motion – Jacob Iverson** ✓ **2nd – Jim Zuberbuhler** ✓ **Unanimously Approved** ***Action item:*** *January 12, 2022 Emergency Closure Approval* **Mary Jensen** Due to a snow storm on January 12, school had an emergency closure. **Approval of this closure due to the snow storm** ✓ **Motioned – Stacey Mueller** ✓ **2nd – Jim Zuberbuhler** ✓ **Unanimously Approved** ***Action Item:*** *Teacher contract change for S.Evans* **Mary Jensen** For personal reasons, teacher Sarah Evans needs to move to a ¾ contract for the remainder of the 2021-22 school year. Contract presented to the board for approval. ✓ **Motioned – Stacey Mueller** ✓ **2nd – Jim Zuberbuhler** ✓ **Unanimously Approved**
Executive Session	**NA**

Adjournment	**Meeting adjourned at 4:30 pm** **Kate McAlister** ✓ **Motion to adjourn – Stacey Mueller** ✓ **2nd – Jacob Iverson** Unanimously Approved
Next Board Meeting	**February 22, 2022 4:15 pm**

Respectfully Submitted: Jim Zuberbuhler

February 17, 2022

Dear Jennifer and Mary,

This letter is the result of several conversations among staff. We believe that this is an issue that needs to be addressed and resolved before next year. We understand that it needs to be formally discussed among the whole staff and that the final decision is the board's; we ask that this process happen and that it happen as soon as possible.

Collectively, we feel that the dress code as it exists is a serious detriment to this school and should be replaced next year with a radically reduced and simplified version for the following reasons:

- The restrictiveness of the dress code hurts student retention and recruitment at a time when we are actively trying to increase enrollment. Anecdotally, we can all name students who have left or have refused to consider FBCS specifically because of the code.
- The definition of "professionalism" in dress varies enormously by industry, is inherently subjective, and is currently undergoing rapid change everywhere. Many aspects of the code as it stands (e.g. prohibition of hoodies and hats) are plainly arbitrary and difficult to justify in those terms.
- Despite efforts to write a gender-neutral code, the expectations clearly favor men's professional wear versus women's, and enforcement disproportionally affects women (12/16 individuals identified in recent high school emails identify as female).
- The continuous conversation around enforcement consumes an outsize portion of both our time and our energy, reducing our effectiveness as teachers and creating ill will among us.
- Enforcement negatively affects our abilities to form and maintain productive relationships with certain students, in direct contravention of our mission's emphasis on creativity, individuality, and fun.
- The many exceptions made on a regular basis for individual students make it difficult to track what is being enforced at any given time; the existence of these exceptions only serves to underline how arbitrary all of the above really is.

In place of the multi-page dress code as it exists, we propose a simple replacement, such as:

> Clothing worn to school should be casual, modest, and free of derogatory, offensive, or illegal references. Shoulders, midriff and thighs should be covered. Clothes should not be torn or ripped and undergarments should not be not visible.

Thank you for taking the time to consider this carefully, and for all you do for this school,

Lyndsay Holland

Holland Hacker

Jamanne Russell

Sarah Wang

Misty Ravo

Dana Moor

Public Comment

I have to say, I was reeling after our meeting Friday. It all seemed to happen so fast! I didn't feel like it was a very receptive environment to a dissenting opinion, but I also don't think I could have articulated things very effectively at that point anyway. I went home and stewed over it all night, and had to dump it all onto my phone to get it out of my brain enough for it to not totally take over my entire weekend. (It still ended up taking up a lot of it!)

Most importantly, I think it's really important for us to not be hasty. Once we relax our stance on this, we cannot get it back. Employers and community know us as a school that turns out students who are professional and know how to show up and adhere to expectations. No matter what job they go into there is going to be some expectation for how they dress - having a higher standard of dress and respecting it teaches them to do so as they go into the work force. It may seem arbitrary to them, but it often is in life; you are representing your company (or school) and need to present yourself accordingly.

When people see our kids in the community, or come into our school, (most of) our kids look put together and it shows respect and effort for our school culture and expectation. We say we don't want to be like SHS but this new dress code is going to make us just like them. We have half a dozen kids who regularly challenge the dress code because, as we've discussed, that's what kids do. The majority of our kids show up every day in dress code and it is a non-issue. **We're throwing out and revamping the whole thing because of a handful of kids – and that just teaches them that if they break the rules and make enough of a fuss that the rules will be changed for them, instead of teaching them that life has expectations.**

We have protocols in place - teachers just need to use them. Follow through, hold kids accountable, be consistent. Send kids to Jen and Vicki when they push back. Don't make it a battle. Also it is worth pointing out that **dress code gives us another opportunity to engage students, and show them that we DO notice them, that we DO pay attention and care about them**. Don't kids push boundaries to see where the limits are, to see if anyone notices them, to get attention? Yes, it is an ongoing battle with some kids, but so is turning in homework or keeping their hands to themselves, or so many of the other myriad battles we take on every day.

We talk a lot about the type of students we want to attract: kids who accept that there are expectations, and work toward goals and put effort into things, whose families want their kids to be held to a higher standard, and who have expectations of their kids. We are known for being a school that turns out kids who are prepared for the world and the workforce – part of that is knowing how to show up and make an appropriate impression. Parents like to see our kids in dress code.

I know teachers are tired, and I know that they don't really care what their students are wearing because they just want them here and learning. And I get that, I really do. I know we are working with children, and we want to protect and encourage them, to focus on their minds and their hearts instead of their outward appearance – but aren't we also teaching young adults how to go into the world and be successful? We don't show up to work in our pajamas. A handful might be lucky enough to work from home or at a laid-back company that encourages flip-flops – but that is not the norm.

We live in a post-COVID world, and loungewear has become more acceptable – but companies are elevating loungewear to look more professional, not the other way around.

It is not our job to make sure our dress code conforms to current fashions or trends. It is our school, our community, and our culture – we get to decide what that means. Why is it a bad thing to have expectations of kids and hold them to a standard?

I am in favour of clarifying the dress code because it is confusing and has loopholes, and even relaxing it in some ways, but I don't agree with this total overhaul, because I don't feel like it is in line with our school culture. (I also see the potential for loopholes with the new one that could be a step back). However, if we do decide to go in this direction, I will support and be on board. I just want us to really recognize that it does change our entire culture, community, and reputation.

Respectfully, [etc.] Maddie Herron, MS Administrative Aide

Dear Forrest Bird Charter School Board,

I am in support of the proposed dress code. Our current dress code is out of date and has proven far too complicated for even staff to sustain let alone our students and families. Anything short of a school uniform begins to take on a life of its own and becomes impossible to uphold.

If students can't be who they are at our school, then where? Simplifying our complicated dress code doesn't in any way diminish the things that set us apart and are passionate about. Our enrollment numbers are low and not improving. This can be due to many factors but removing one obstacle might also bring us students that need what we can offer and allow us to reach more students.

A large percentage of our students work, I would wager to guess that it's greater than most schools. Most of the jobs they hold require some type of work clothing, they know the difference. I work with students one on one with job applications and interviewing. It is a fact that as humans we make judgments based on what we see. If we want that opportunity to work in certain environments, we may want to dress in a manner that says we are ready for the job. Is this fair, should people just know who we are? It isn't fair but it remains a fact. I find students to be understanding when I work with them.

We have relationships with students, we meet them where they are and accept them for who they are, I believe we can still prepare them for life after school regardless of what they are wearing.

Thank you for your consideration,

Nizi

8:57 AM
03/08/22
Accrual Basis

Forrest M Bird Charter School
Account Balances
As of February 28, 2022

	Feb 28, 22
ASSETS	
Current Assets	
Checking/Savings	
Contingency Account	800,960.53
Mountain West Bank	17,543.96
Mtn. West Flex Acct.	1,008,895.36
Total Checking/Savings	1,827,399.85

Forrest M Bird Charter School
Profit & Loss Forecast Overview - All
July 2021 through June 2022

	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	TOTAL Jul 21 - Jun 22
Ordinary Income/Expense													
Income													
419-200 Contributions/Donations	5,030.00	2,000.00	2,100.00										9,130.00
419-920 · Miscellaneous Revenue	40.00			222.00		888.64		745.00					1,895.64
431-100 · State Base Support		1,184,296.00			326,884.00			542,848.82				307,942.84	2,361,971.66
431-900 · Other State Support		3,000.00	1,575.00	4,624.00	9,151.00	4,062.60	5,374.40	3,750.00	6,000.00			211,036.00	248,573.00
437-000 · Lottery/Add State Maint.			19,673.00			242.00							19,915.00
445-900 · Federal Revenue		4,849.64		4,941.71		87,786.63	27,979.27	27,602.53				377,190.22	530,350.00
Interest Income	45.05	80.30	98.06	69.89	65.53	65.31	48.74	52.54					525.42
Total Income	5,115.05	1,194,225.94	23,446.06	9,857.60	336,100.53	93,045.18	33,402.41	574,998.89	6,000.00	-	-	896,169.06	3,172,360.72
Expense													
Teacher Salary, Tax, Benefits	5,075.44	2,821.43	135,392.85	141,274.08	137,677.52	138,158.12	137,064.69						697,464.13
Teacher Supplies, Texts, Misc.	2,279.76	7,829.09	14,068.33	22,747.25	10,083.90	11,742.15	6,717.27						75,467.75
Admin Salary, Tax, Benefits	-	18,868.89	40,451.78	41,559.62	42,253.63	45,571.68	36,760.34						225,465.94
Admin Svces, Supplies, Phone	28,079.59	10,772.81	17,928.70	7,898.04	3,466.83	6,474.11	3,180.62						77,800.70
Bldg Mgmt Salary, Tax, Benefits	3,231.91	8,667.44	8,796.71	8,376.64	6,987.38	8,376.03	6,202.50						50,638.61
Bldg Mgt Supplies & Services	1,133.25	3,133.10	3,457.39	1,532.26	1,834.80	4,666.86	6,670.07						22,427.73
Conference Travel/Registration	402.00	-	1,079.61	964.56	279.00	-	80.00						2,805.17
Utilities	2,787.61	3,652.56	2,812.54	3,624.50	3,700.60	4,032.05	4,838.90						25,448.76
Transportation	-	-	20,070.00	21,414.00	18,621.25	13,434.00	15,984.00						89,523.25
Capital - Building													-
Capital - Equipment	9,837.22	9,187.85				5,721.50							24,746.57
Debt Service	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	16,281.39	195,376.68
Estimated Monthly Expenses								235,000.00	240,000.00	240,000.00	290,000.00	290,000.00	1,295,000.00
Total Expense	69,108.17	81,214.56	260,339.30	265,672.34	241,186.30	254,457.89	233,779.78	251,281.39	256,281.39	256,281.39	306,281.39	306,281.39	2,782,165.29
Net Income	**(63,993.12)**	**1,113,011.38**	**(236,893.24)**	**(255,814.74)**	**94,914.23**	**(161,412.71)**	**(200,377.37)**	**323,717.50**	**(250,281.39)**	**(256,281.39)**	**(306,281.39)**	**589,887.67**	**390,195.43**
Bank Balance as of 2/28/22								1,827,399.85	1,577,118.46	1,320,837.07	1,014,555.68	1,604,443.35	
Bank Balance 6/30/2021												1,464,247.07	

12:05 PM
03/08/22
Accrual Basis

Forrest M Bird Charter School
Profit & Loss Budget vs. Actual YTD
July 2021 through January 2022

	Jul '21 - Jan 22	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
419 200 · Contributions/Donations	9,130.00	0.00	9,130.00	100.0%
419-920 · Miscellaneous Revenue	1,150.64	0.00	1,150.64	100.0%
431-100 · State Base Support	1,511,180.00	2,133,937.00	-622,757.00	70.82%
431-900 · Other State Support	12,594.00	224,589.00	-211,995.00	5.61%
432-100 · Driver Education Program	6,225.00	10,000.00	-3,775.00	62.25%
432-400 · Professional Technical Program	5,926.00	7,900.00	-1,974.00	75.01%
437-000 · Lottery/Additional State Maint.	19,915.00	18,590.00	1,325.00	107.13%
439-000 · Other State Revenue	3,042.00	6,084.00	-3,042.00	50.0%
445-100 · Title I - ESEA	14,377.37	76,572.00	-62,194.63	18.78%
445-600 · Title VI-B IDEA	35,008.68	67,978.00	-32,969.32	51.5%
445-900 · Federal Revenue	76,171.20	385,799.64	-309,628.44	19.74%
Interest Income	472.88	0.00	472.88	100.0%
Total Income	1,695,192.77	2,931,449.64	-1,236,256.87	57.83%
Gross Profit	1,695,192.77	2,931,449.64	-1,236,256.87	57.83%
Expense				
Teacher Salary, Tax, Benefits				
515-100 · Teacher Salaries	430,875.76	1,033,462.00	-602,586.24	41.69%
515-210 · Teacher Retirement	51,465.13	122,750.86	-71,285.73	41.93%
515-220 · Teacher Social Security	30,705.85	78,033.60	-47,327.75	39.35%
515-230 · Teacher Life Insurance	529.80	1,100.00	-570.20	48.16%
515-240 · Teacher Health Insurance	66,840.86	194,964.00	-128,123.14	34.28%
515-270 · Teacher Workman's Comp.	13,437.00	14,525.00	-1,088.00	92.51%
515-290 · Teacher Other Benefits	632.97	1,000.00	-367.03	63.3%
521-100 · SPED Teacher Salaries	72,332.60	167,181.00	-94,848.40	43.27%
521-210 · SPED Teacher Retire	8,636.53	20,241.79	-11,605.26	42.67%
521-220 · SPED Teacher Social Sec	5,127.87	12,789.35	-7,661.48	40.1%
521-240 · SPED Teacher Health Ins	16,879.76	44,310.00	-27,430.24	38.1%
Total Teacher Salary, Tax, Benefits	697,464.13	1,690,357.60	-992,893.47	41.26%
Teacher Supplies, Texts, Misc.				
515-310 · Teacher contracted services	11,220.00	10,000.00	1,220.00	112.2%
515-313 · Teacher Professional Develop.	230.00	5,500.00	-5,270.00	4.18%
515-410 · Teaching Supplies and Materials	25,600.40	47,288.35	-21,687.95	54.14%
521-310 · Teacher contracted svcs - SPED	35,006.92	32,286.00	2,720.92	108.43%
521-350 · SPED Communications	907.72	0.00	907.72	100.0%
521-410 · SPED Teaching Supplies	2,502.71	0.00	2,502.71	100.0%
Total Teacher Supplies, Texts, Misc.	75,467.75	95,074.35	-19,606.60	79.38%
Admin Salary, Tax, Benefits				
641-100 · School Administration Salaries	162,253.40	350,035.00	-187,781.60	46.35%
641-210 · School Admin. Retirement	18,938.36	40,062.88	-21,124.52	47.27%
641-220 · School Admins. Social Security	11,918.66	25,668.43	-13,749.77	46.43%
641-240 · School Admin. Health Insurance	32,355.52	79,758.00	-47,402.48	40.57%
Total Admin Salary, Tax, Benefits	225,465.94	495,524.31	-270,058.37	45.5%

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03/08/22
Accrual Basis

Forrest M Bird Charter School
Profit & Loss Budget vs. Actual YTD
July 2021 through January 2022

	Jul '21 - Jan 22	Budget	$ Over Budget	% of Budget
Admin Svces, Supplies, Phone				
641-310 · School Admin. Professional Serv	16,237.50	16,500.00	-262.50	98.41%
641-322 · School Admin. Equipment Rental	2,737.15	6,000.00	-3,262.85	45.62%
641-350 · School Admin. Communications	8,453.35	15,200.00	-6,746.65	55.61%
641-390 · School Admin. Dues & Subscrip.	36,609.41	34,849.64	1,759.77	105.05%
641-395 · Public Relations	151.00	1,000.00	-849.00	15.1%
641-410 · School Admin. Supplies	9,408.68	3,967.36	5,441.32	237.15%
641-455 · School Admin. Staff Meals	1,506.74	0.00	1,506.74	100.0%
641-460 · School Admin Tech Supplies	2,696.87	13,084.00	-10,387.13	20.61%
Total Admin Svces, Supplies, Phone	77,800.70	90,601.00	-12,800.30	85.87%
Bldg Mgmt Salary, Tax, Benefits				
661-100 · Bldg. Management Salaries	23,501.48	43,483.00	-19,981.52	54.05%
661-210 · Building Mgmt - Retirement	2,668.98	5,191.87	-2,522.89	51.41%
661-220 · Bldg Mgmt SS & Unemployment	1,686.59	3,326.45	-1,639.86	50.7%
661-240 · Bldg Mgmt - Health Insurance	4,219.94	8,862.00	-4,642.06	47.62%
664-100 · Maintenance Building Salaries	11,625.84	25,075.00	-13,449.16	46.36%
664-210 · Maintenance Buildings-Retiremen	1,158.26	2,993.96	-1,835.70	38.69%
664-220 · Maint Bldg - SS & Unemployment	947.52	1,918.24	-970.72	49.4%
665-100 · Maint Grounds Salary	4,000.02	8,000.00	-3,999.98	50.0%
665-210 · Maint Grounds Retirement	523.98	955.20	-431.22	54.86%
665-220 · Maint Grounds SS & Unemployment	306.00	612.00	-306.00	50.0%
Total Bldg Mgmt Salary, Tax, Benefits	50,638.61	100,417.72	-49,779.11	50.43%
Bldg Mgt Supplies & Services				
661-320 · Bldg. Mgmt. Contracted Services	8,143.48	10,000.00	-1,856.52	81.44%
661-410 · Bldg.Mgmt.Cust.Supplies/NonC.E.	1,063.42	11,485.73	-10,422.31	9.26%
664-320 · Maint. Bldg.&Equip.-Contracted	2,395.00	1,000.00	1,395.00	239.5%
664-410 · Maint. Bldg. & Equip.- Supplies	2,425.83	11,089.00	-8,663.17	21.88%
665-320 · Maint. Grounds-Contract Service	8,400.00	7,000.00	1,400.00	120.0%
665-410 · Maint. Grounds-Supplies	0.00	300.00	-300.00	0.0%
Total Bldg Mgt Supplies & Services	22,427.73	40,874.73	-18,447.00	54.87%
Conference Travel/Registration				
621-380 · Conference Travel	0.00	11,000.00	-11,000.00	0.0%
621-390 · Conference Fees-Reg.Dues,Train.	1,107.52	2,500.00	-1,392.48	44.3%
641-380 · School Admin. Travel	1,697.65	0.00	1,697.65	100.0%
Total Conference Travel/Registration	2,805.17	13,500.00	-10,694.83	20.78%
Utilities				
661-331 · Bldg. Management Electricity	17,132.89	25,000.00	-7,867.11	68.53%
661-332 · Bldg. Management Sewer/Water	8,315.87	7,600.00	715.87	109.42%
Total Utilities	25,448.76	32,600.00	-7,151.24	78.06%
Transportation				
682-340 · Pupil Trans.- Activity	275.05	0.00	275.05	100.0%
681-340 · Pupil Trans.-Contract Services	89,248.20	167,123.25	-77,875.05	53.4%
Total Transportation	89,523.25	167,123.25	-77,600.00	53.57%
Capital - Equipment				

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03/08/22
Accrual Basis

Forrest M Bird Charter School
Profit & Loss Budget vs. Actual YTD
July 2021 through January 2022

	Jul '21 - Jan 22	Budget	$ Over Budget	% of Budget
810-550 · Cap Acquisitions-Equip (Bldg)	24,746.57	10,000.00	14,746.57	247.47%
Total Capital - Equipment	24,746.57	10,000.00	14,746.57	247.47%
Debt Service				
912-620 · Debt Payments-Interest	59,987.18	101,540.72	-41,553.54	59.08%
911-610 · Debt Payments-Principal	53,982.55	93,835.96	-39,853.41	57.53%
Total Debt Service	113,969.73	195,376.68	-81,406.95	58.33%
Total Expense	1,405,758.34	2,931,449.64	-1,525,691.30	47.95%
Net Ordinary Income	289,434.43	0.00	289,434.43	100.0%
Net Income	**289,434.43**	**0.00**	**289,434.43**	**100.0%**

ESSR Bonuses

Employee	FTE	1000	PERSI	Taxes	Total Expense
Amy O'Hara	0.75	750	93.60	57.38	900.98
Aprill J Van Ausdal	1	1000	124.80	76.50	1201.30
Becky Campbell	1	1000	124.80	76.50	1201.30
Beverly Maitland	1	1000	124.80	76.50	1201.30
Brenda Morton	0.8	1000	124.80	76.50	1201.30
Christine Burns	1	1000	124.80	76.50	1201.30
Darryl Claunch	1	1000	124.80	76.50	1201.30
David Lien	1	1000	124.80	76.50	1201.30
Deborah Eagley	0.8	800	99.84	61.20	961.04
Eric Fulgenzi	0.75	750	93.60	57.38	900.98
Greta M Warren	0.8	800	99.84	61.20	961.04
Hillary F. DeCecchis	0.5	500	62.40	38.25	600.65
Holland Walker	1	1000	124.80	76.50	1201.30
Holly Bronis	1	1000	124.80	76.50	1201.30
Janenne Russell	1	1000	124.80	76.50	1201.30
Jennifer Greve	0.9	4000	499.20	306.00	4805.20
John Stevens	1	1000	124.80	76.50	1201.30
Kenda Russell	1	1000	124.80	76.50	1201.30
Laura Maas	1	1000	124.80	76.50	1201.30
Lora Scott	0.75	750	93.60	57.38	900.98
Lyndsay Holland	0.75	750	93.60	57.38	900.98
Mark Griffith	1	1000	124.80	76.50	1201.30
Mark Webber	1	1000	124.80	76.50	1201.30
Mary Jensen	0.9	4000	499.20	306.00	4805.20
Megan Herron	1	800	99.84	61.20	961.04
Michael E Bigley	1	1000	124.80	76.50	1201.30
Misty Rains	1	1000	124.80	76.50	1201.30
Mitzi Vesecky	1	1000	124.80	76.50	1201.30
Sarah Evans	0.75	750	93.60	57.38	900.98
Shainnie Wade	1	1000	124.80	76.50	1201.30
Skyler Kent	0.75	750	93.60	57.38	900.98
Victoria Vesecky	1	2000	249.60	153.00	2402.60
Wendy Thompson	1	1000	124.80	76.50	1201.30
William Benage	0.75	750	93.60	57.38	900.98
William Krutz	1	1000	124.80	76.50	1201.30
					47030.90

StateN	Disti	EduId	Name	FTE			A	B	C	D	E	F	G	H	Totals	
					850	166.52										
487	FORREST M. BIRD (		Benage, William	0.75	637.50	124.89				1					1	1,093.19
487	FORI	136832525	Bigley, Michael Erik	1	850.00	166.52	1								1	1,093.19
487	FORI	619315718	Bronis, Holly	1	850.00	166.52									0	-
487	FORI	372765292	Campbell, Becky Jean	1	850.00	166.52				1					1	1,093.19
487	FORI	464284558	CLAUNCH, DARRYL T	1	850.00	166.52									0	-
487	FORREST M. BIRD (		DeCecchis, Hillary	0.5	425.00	83.26									0	-
487	FORI	954939377	EVANS, SARAH K	1	850.00	166.52				1					1	1,093.19
487	FORI	926738672	Fulgenzi, Eric	0.75	637.50	124.89									0	-
			Griffith, Mark	1	850.00	166.52				1					1	1,093.19
487	FORI	712684547	Holland, Lyndsay	0.75	637.50	124.89				1					1	1,093.19
487	FORI	633736432	Lien, David T.	1	850.00	166.52				1					1	1,093.19
487	FORI	443712727	MAAS, LAURA LAVADA	1	850.00	166.52				1					1	1,093.19
			Maitland, Beverly	1	850.00	166.52				1					1	1,093.19
487	FORI	627589724	O'Hara, Amy O	0.75	637.50	124.89									0	-
487	FORI	563126546	Rains, Misty	1	850.00	166.52				1					1	1,093.19
487	FORI	337343273	RUSSELL, JANENNE JOYC	1	850.00	166.52									0	-
487	FORI	835722973	Russell, Kenda Jo	0.9	765.00	149.87						1			1	1,093.19
			Scott, Lora	0.75	637.50	124.89			1						1	1,093.19
487	FORREST M. BIRD (		Stevens, John	1	850.00	166.52						1			1	1,093.19
487	FORI	677233599	Thompson, Wendy	1	850.00	166.52						1			1	1,093.19
487	FORI	525572372	Van Ausdal, Aprill J	1	850.00	166.52				1					1	1,093.19
487	FORI	265787428	Vesecky, Victoria	1	850.00	166.52						1			1	1,093.19
487	FORI	597929836	Wade, Shainnie	1	850.00	166.52						1			1	1,093.19
487	FORI	727856855	Walker, Holland	1	850.00	166.52									0	-
487	FORI	354859786	WEBBER, MARK D.	1	850.00	166.52			1						1	1,093.19
			Total FTE	23.15	19,677.50	3,854.94									18.00	19,677.50
															1,093.19	
						23,532.44										

(a) Teaching a course in which students earn both high school and college credit;

(b) Teaching a course to middle school students in which the students earn both middle school and high school credit;

(c) Holding and providing service in multiple nonadministrative certificate or subject endorsement areas;

(d) Serving in an instructional position designated as hard to fill by the board of trustees;

(e) Serving or being hired to serve in a hard to fill instructional position in a career technical education program

(f) Providing mentoring, peer assistance or professional development pursuant to section 33-512(17), Idaho Code;

(g) Having received professional development in career and academic counseling, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional duties;

(h) Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time as a condition of the receipt of a leadership premium.

Dear FBCS Board of Directors:

I wanted to officially ask if I could start a radio club at the school for the end of this year and to continue into the years to follow. This proposal will only work if there is student interest based on the Ham Radio Class this 3rd Trimester. If there is interest, I would like to be able to offer the club to the students.

Purpose of the radio club:

- Have Fun

- Help students earn their FCC License
- Discover and practice the radio arts (yes this is an international thing)
- Create and run a FBCS Radio Net for the local community to check into with a focus on teens in the community who already have their license from Priest River, Athol, to Bonners Ferry.
- Fundraise for radio equipment the students can use at the school

- Work with local radio clubs such as Bonner County Amateur Racio Club (BCARC) & Amateur Radio Emergency Services (ARES)
- Making radio contacts through the International Space Station, and through satellites.
- Contesting and earning awards

- Run a Fox hunt activity for the community, which is searching for a radio signal in the community.

- Build and maintain radio equipment such as antennas and radio repairs
- Encourage students to participate in SOTA, Summits on the Air & POTA, Parks on the Air
- Learn to use Morse Code, not necessary, but if they want to
- Learn how to speak with people from foreign countries such as simple greetings in Spanish, Japanese, Italian, Russian, or Canadian.

These are just a few things the club could do for the students at FBCS. Long term, it could open up degrees for students in radio engineering, broadcast engineering, electronics, and possibly scholarships from the ARRL, American Radio Relay League for college.

The only thing missing is student buy in. That is why I am starting the class 3rd trimester to see if I can get students to see the potential of a FBCS Radio Club.

Sincerely,

Mark Webber

IDAHO SBA
School Boards Association

Code of Ethics for School Board Members

As a member of my local board of trustees, I will strive to improve student achievement in public education, and to that end I will:

1. Attend all regularly scheduled board meetings insofar as possible, having read my packet ensuring that I am informed about the issues to be considered at the meetings;
2. Recognize that the board must comply with the Open Meeting Law and only has authority to make decisions at official board meetings;
3. Make all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Understand that the board makes decisions as a team. Individual board members may not commit the board to any action unless so authorized by official board action;
5. Recognize that decisions are made by a majority vote and the outcome should be supported by all board members;
6. Acknowledge that policy decisions are a primary function of the board and should be made after full discussion at publicly held board meetings, recognizing that authority to administer policy rests with the superintendent or administrator of the charter school;
7. Be open, fair and honest – no hidden agendas, and respect the right of other board members to have opinions and ideas which differ from mine;
8. Recognize that the superintendent or the administrator is the board's advisor and should be present at all meetings, except where the superintendent/administrator is the subject matter, or where the superintendent/administrator's presence is a conflict of interest. Further, the Superintendent/Administrator shall not be present during any Board deliberation regarding a student expulsion hearing and/or when the board deliberates regarding a teacher non-renewal or termination advanced by the administration.;
9. Understand the chain of command and refer problems or complaints to the proper administrative office while refraining from communications that may create conditions of bias should a concern ever rise to the attention of the board as a hearings panel;
10. Keep abreast of important developments in educational trends, research and practices by individual study and through participation in programs providing such information;
11. Respect the right of the public to be informed about district decisions and school operations;
12. Understand that I will receive information that is confidential and cannot be shared;
13. Give staff the respect and consideration due skilled, professional employees and support the employment of those best qualified to serve as district staff, while insisting on regular and impartial evaluation of all staff;
14. Present personal criticism of district operations to the superintendent or administrator, not to district staff or to a board meeting;
15. Refuse to use my board position for personal or family gain or prestige. I will announce any conflicts of interest before board action is taken; and
16. Remember always that my first and greatest concern must be the educational welfare of the students attending the public schools.

Trustee Signature: _____ Date: _____

Current

Student Dress Code

The philosophy of our dress code at FBCS:

One of the fundamental purposes of school is to provide the foundation for the creation and development of a proper attitude toward education. In order to further this purpose, it is essential to create and maintain an effective teaching and learning environment. Student attire impacts the teaching and learning environment. It can either promote a more effective educational environment, or it can disrupt the educational climate and process. Student attire that is acceptable for some social settings may not be acceptable for the educational environment of school.

Students are reminded that their appearance, clothing, and grooming, significantly affect the way others respond to them. Matters of dress remain primarily the responsibility of students, in consultation with their parents/legal guardians. Nevertheless, since it is the duty of the Forrest M. Bird Charter School to provide an educational atmosphere conducive to learning; minimizing disruptions or distractions; and to protect the health, safety, and morals of students, all students will adhere to the following standards of dress when the student is on school premises or at any School sponsored activity, regardless of location.

In order to allow appropriate attire for a particular educational or School activity, the building principal has the authority to grant temporary exceptions to specific provisions of this policy and related regulations. An example of such an exception might be where a specially scheduled School event required a group of students to dress unusually on a particular day (Policy 3255).

Overview

The list below outlines exactly what is allowed per the dress code at FBCS. This dress code applies to all students, grades 6-12. If a student chooses not to abide by the dress code, the following are the consequences of that decision:

Staff may deny class entrance to students not in approved FBCS dress code. Staff may take/hold on to an item for the day if necessary. Families will be notified if the student is out of dress code and no clothing options at the school are available. Families may also be notified by Advocacy/Advisory teacher if the student has a consistent issue with being in dress code. Students who are insubordinate and refuse to either change or call home for appropriate dress code, or who continually repeat dress code violations shall be subject to disciplinary action up to and including suspension and/or meeting with the school board.

Acceptable clothing

Face Masks/ Face Shields

- Face Masks or Face Shields are optional in the green level of the COVID-19 Plan.
- Unacceptable masks have offensive words, terms, pictures, cartoons, or slogans, or have references to illegal items for people under 18, such as cigarettes, drugs, or alcohol.

- Acceptable masks may have prints or pictures and may be of any color.

Tops

- T-shirts, polos, button up shirts, suit jackets, blazers, and sweaters that:
  - have sleeves
  - are solid colored
  - have a pattern that goes around the entire shirt
- Suit or sweater vests
- Ties and scarves worn around the neck
- Signature FBCS hoodies, sweatshirts, T-shirts, coats, and jackets
- Layering may be done with dress code acceptable tops only

Bottoms

- Chino, dress, denim, cargo, and capri pants, and shorts that:
  - are solid colored
  - are no shorter than the top of the knee when standing
- Skirts
  - are solid color
  - have a pattern that goes around the entire skirt
  - are no shorter than the top of the knee when standing

- Suit trousers
  - Are solid color
  - Match the pattern of the suit jacket.

- Solid colored leggings or tights may be worn under any of the bottoms

Dresses

- Short and long sleeve dresses that:
  - have sleeves
  - are solid colored
  - have a pattern that goes around the entire dress
  - are no shorter than the top of the knee when standing

Shoes

- Casual shoes with heels no higher than 1.5 inches
- Sandals must have heel straps

Other Considerations

Students may wear team travel apparel on school-sponsored game days. Team schedules must be provided to the FBCS office.

Unacceptable clothing

- Clothing that has holes, is frayed, or is excessively worn
- Clothing that is excessively baggy
- Clothing that is excessively tight or revealing
- Showing of any underwear
- Garments that are see-through, transparent, or revealing

- Offensive words, terms, pictures, cartoons, slogans, or references to illegal items for people under 18, such as cigarettes, drugs, and alcohol
- Visible tattoos that cause a disruption to the educational environment
- Sunglasses, hats, visors, or bandanas may not be worn inside the school building
- Spikes or chained accessories
- Evening wear
- Pajamas
- Headbands wider than 2 inches
- Alterations to clothing, such as creating shorter /midriff shirts or shorter sleeves
- No tie-dyed garments
- Beachwear

Unacceptable Shirts

- Any tank top, spaghetti strap, tube top, off the shoulder, or sleeveless shirt
- Any midriff length shirt
- Any hoodies other than the signature FBCS hoodie. Hoods may not be worn on the head

Unacceptable Bottoms

- Sweat pants, yoga pants, low rise, or hip hugger
- Leggings not worn under acceptable dress code garment
- Athletic shorts
- Cut off shorts
- Multiple toned pants such as acid wash

Unacceptable Footwear

- Barefoot
- Socks only
- Open heeled shoes
- Flip flops or slides
- Slippers

Physical Activity Dress Code

Appropriate Dress Code	**Inappropriate**
• Short and long sleeve t-shirts, FBCS logo or no logos • Sweatshirts, FBCS logo or no logo • Gym shorts, no shorter than a hand width above the knee • Sweatpants • Appropriate gym shoes with socks	• Clothing that has holes • Clothing that is excessively baggy • Clothing that is excessively tight or revealing • Showing of any underwear

Teacher Observations Regarding Dress Code (meeting 3/4/2022)

- Cultural Shift to what is considered professional.
- Difficult to justify to the students why they have aspects of the dress code
- Feels like we lose focus on the learning of the students with the time it takes to address dress code
- Worries about potential lawsuit or social media backlash/ onslaught
- Most students who are out of dress code are students who have additional struggles; shows diversity inequality (highlight students who may be homeless, have sensory issues, etc.)
- Consistency/ creates divisions with staff/ students "attack" teachers who are consistent in enforcement/ needs to be simplified for enforcement
- How does it look when families come into the school and some students are obviously not in dress code that is in the handbook?
- Student comment this week: "How can we learn to express ourselves if we are told what to wear."
- Continually addressing dress code takes time out of the educational environment. Question: Is a strict dress code with inconsistent enforcement a distraction to the educational environment?

Proposed Dress Code for the 2021-22 school year

Acceptable clothing

Tops

- Have sleeves
- Cover midriff area
- No holes
- Not transparent
- Cannot see underwear

Bottoms

- No shorter than the top of the knee when standing
- No Holes
- Not transparent
- Cannot see underwear

Dresses

- Have sleeves
- Are no shorter than the top of the knee when standing
- Cover midriff area
- No Holes
- Not transparent
- Cannot see underwear

Shoes

- Student may not be barefoot or only wear socks.
- Sandals must have a back strap to them.
- No flip-flops

Unacceptable clothing

- Clothing that has holes
- Showing of any underwear
- Garments that are see-through or transparent
- Word, terms, pictures, cartoons, slogans, symbols or references to illegal items for people under 18, such as cigarettes, drugs, and alcohol.
- Word, terms, pictures, cartoons, slogans, symbols or references to any type of weapon.
- Profanity
- Spikes

FBCS Staff Dress Code Survey Results – 3/8/2022

24 people respond to the survey.

1. 79.17% of the staff (19) - I support the changes and would like to see them go to the board for consideration.
2. 4.17% of the staff (1) - I disagree with the changes and would not like to see them go to the board for consideration.

3. 16.67% (4) I like some of the changes and would like some adjustments before going to the board for consideration.

Responses for "Please write what you like about the changes (if any):

4. I've always thought that dress code was especially punitive toward girls, and that there was an element of body shaming in controlling what they wear. Removing or relaxing dress code gives students the chance to present themselves as they want, not as someone else wants. Dress code clothes are often the most worn, unclean clothing students have. If we remove the dress code barrier, students have more options. I love the opportunity to really discuss this, dress code feels like a policy that works best for the adults and not for the students.
5. simple, enforceable, less negative interactions with students
6. I like the idea of simplifying/ clarifying.
7. I am so excited at the prospect of FBCS removing this wedge between staff and students, affirming to our students that we see them as unique humans not pettily defined by what they wear.
8. For easier to remember what is and isn't dress code, and it does not single out students who may not have the funds towards new clothes.

Responses for "Please write what you do not like about the proposed changes (if any).

9. I like sleeveless tops (not spaghetti straps) in warm weather.
10. I have a lot of thoughts about this and will compose them in full soon.
11. I wish shirts could be without sleeves. Much of professional women's clothing options have sleeveless blouses for warmer weather.
12. For clarification, can the students layer items with non-dress code items (such as leggings underneath jeans with holes?) Otherwise, I support these changes as written.
13. Dress code is important the preparation of learning. Self expression comes in may ways not just dress. Khakis and FBCS hoodies should be good for any student combined with a dress down day for expression as a good exchange. If more than 50% of our student populations is within the poverty range. How do we expect "poor" families to afford clothing. We are putting needless pressure on families. If we take stock...most of the students wear the same clothing everyday. Can they afford anything else?
14. n/a
15. Not being able to wear tasteful sleeveless dress shirts (not tank tops) when it's hot)
16. This should be faculty and student and parent driven. If it's for all of us, shouldn't all of us contribute to the discussion?
17. Shoes. This opens the door to slides and flip flops.
18. Not too sure about the last item in unacceptable clothing multiple toned pants. Does that mean we are ruling out print pants and leggings. More clarification than anything else. (This was my fault as I did not delete that off the original revision notes to the staff. Whoops! Sorry about that).
19. THOUGHT: Is it possible to tell the students who were on the dress code committee thank you if this goes through especially since most of their work was for not.

Proposed 2022-23 **FBCS Bell Schedule**

A/B Day Bell Schedule

Advocacy	7:55-8:25 30 Minutes
1st Period	8:28-10:02 94 min.
2nd Period	10:05-11:39 94 min
Lunch	11:39-12:09 30 min
3rd Period	12:13-1:47 94 min
4th Period	1:50-2:50 (60 min)

Teacher contract day remains: 7:30 – 3:30.

FORREST M. BIRD CHARTER SCHOOL | 2022-2023 CALENDAR

SEPTEMBER '22

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

August 30, 31 Staff Professional Development

September

1-2 Staff Professional Development
5 Labor Day
6 First Day of School

OCTOBER '22

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

10 – Progress Reports sent home
20 – Student Led Conferences

NOVEMBER '22

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

11 Veterans Day
21-25 Fall Break

DECEMBER '22

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

16 Last day of Tri 1
19-31 Winter Break

JANUARY '23

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2-6 Winter Break
5-6 Staff Professional Development
9 First day of Tri 2
16 No School: Civil Rights Day

FEBRUARY '23

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

20 Presidents' Day
27 Progress Reports Mailed Home

MARCH '23

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

9 Student Led Conferences
27-31 Spring Break

APRIL '23

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3-7 Spring Break
28 End of Tri 2

MAY '23

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1 No School: Teacher Work Day
2 First day of Tri 3
29 No School: Memorial Day

JUNE '23

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

8 Early out @ 1:00
9 Last day of Tri 3
10 Graduation @ 11:00am

Color Guide

First Day of Trimester

Last Day of the Trimester

No School

Non-student day: Professional Development

Note: Every M/W is an "A Day" Every T/TH is a "B Day"

***Required Online Access Day for Success (ROADS)** - Fridays or other designated emergency days. Students are to work from home via Canvas. On Friday ROADS, students may come into the school from 12-3 for additional help by making an appointment with a teacher

Family and student Agreements

- ***Students who are sick will work from home.***
- ***Students will attend classes prepared to learn with energized minds and completed work.***
- ***Encourage students to have positive attitudes.***
- **Read all communications from FBCS.**
- **Praise students when they do a job well done.**
- **Maintain a cooperative and solution-based mindset.**