



MEETING MINUTES

The regular meeting of the Board of Trustees, West Ada School District, is scheduled for Monday, July 14, 2025 at the District Service Center, 1303 E. Central Drive, Meridian, Idaho. The Board will convene in regular session at 6:00pm. Park in the parking lot on the west side of the building and enter through the Renaissance High School main entrance.

In-person attendance will be subject to seats available (60) in the Sawtooth board room. When all seats are full, patrons can view the board meeting broadcast live at this location: [West Ada Board Meetings - YouTube](#). We urge patrons to utilize this link.

West Ada and the Board of Trustees values stakeholder input. Public testimony on agenda items will be taken in-person and in writing for this meeting. Comments related to items listed on the agenda will be taken during Patron Input. Input regarding topics not listed on the agenda may be shared during Good of the Order. This procedure is in accordance with Idaho Code §74-203. ([Idaho Code: 74-203](#))

Agenda items are identified according to the West Ada School District Strategic Plan, aligning with focus areas such as communication and collaboration, personalized student success, safe and well-equipped schools, and teaching, learning, and innovation. For a more detailed overview of the West Ada School District Strategic Plan, please visit: <https://www.westada.org/page/our-values>.

Note: If any auxiliary aids or services are needed for an individual with a disability, please contact 208-350-5800.

Attendance

Voting Members

Lori Frasure, Chairman, Trustee Zone 1
Lucas Baclayon, Trustee Zone 2
Angie Redford, Trustee Zone 3
Rene Ozuna, Vice-Chair, Trustee Zone 5

Non-Voting Members

Dr. Derek Bub, Superintendent
Dave Roberts, Chief Financial Officer
Devan DeLashmutt, Chief Technology Officer
Renee Senander, Chief Human Resources Officer
Dr. David Reinhart, Chief Operations Officer
Niki Scheppers, Chief of Staff, Communications
Amy White, General Counsel
Sarah Ingle, Clerk of the Board

I. CALL TO ORDER

Chair Frasure called the meeting to order at 6:05 PM.

II. PLEDGE OF ALLEGIANCE

Chair Frasure led the Pledge of Allegiance.

III. AGENDA APPROVAL (Action item)

There were no changes to the agenda.

Trustee Binetti had a family emergency and has been excused.

IV. SUPERINTENDENT'S UPDATE(Dr. Derek Bub)

Dr. Bub welcomed everyone to the meeting and shared several district updates. He highlighted the Summer Feed Program and noted that additional information is available on the district website. He also recognized the exceptional achievement at RHS, where 100% of students who pursued the IB certificate successfully earned it.

V. PATRON INPUT - UP TO 30 MINUTES: Idaho Code: 74-203

i. **In-person:** Patrons will be provided the opportunity to provide public testimony for up to 30 minutes (2 minutes per speaker). Groups or organizations are encouraged to select a spokesperson to speak on their behalf. Testimony will be limited to agenda items. A Request to Address the Board form may be completed in the Sawtooth Boardroom with the Clerk of the Board beginning at 5:00pm prior to the meeting (1303 E. Central Drive Meridian, ID 83642) to be received no later than the commencement of the meeting. All requests will be shared with the Board and included in public record.

Patron Input:

- Anna Marie Young - 403.50 AR-9
- Carol Caba - Classroom displays
- Julie Edwards - 401.18/Classroom displays

ii. **In writing:** Public input on discussion items may be taken by submitting a written comment directly on agendas through SIMBLI.

VI. CONSENT AGENDA: All items on Consent Agenda are considered Action Items. The Board may approve all of the following items by a single motion and vote - unless any member of the Board asks that an item be removed from the Consent Agenda for discussion and action later in the agenda.

Motioned to accept the Consent Agenda unanimously.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

i. SAFE & WELL EQUIPPED SCHOOLS

a. Vendor Expense Report:

1. May 2025

2. June 2025

b. PCard Expenses:

1. April 2025

2. May 2025

c. Finance & Operations Monthly Reports:

1. May 2025

2. June 2025

d. Meeting Minutes of: June 9, 2025

e. Associated Student Body (ASB) Reports: May 2025

f. Disposal of Personal Property

g. Recommendation to Approve Durham School Services Agreement Addendum

ii. TEACHING, LEARNING AND INNOVATION:

a. Leave Requests

b. Employee Recommendations: New Hire, Changes, and Separations

c. Alternate Authorization

VII. OLD BUSINESS - DISCUSSION & ACTION: the Board may take action to approve, deny, amend, modify or postpone action on any of the items listed below

i. Overview and Discussion of Section 400 Updates – Renee Senander, Chief Human Resources Officer

Renee Senander provided an update on the Policy Committee's work regarding Section 400 of the Policy Manual.

ii. Section 401 - Certified Personnel:

a. Policy 401.10 Contracts (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 401.10 - Contracts.

1. Policy 401.10 Contracts (Action Item)

Motion to accept Policy 401.10 Contracts.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

b. Policy 401.15 Reduction in Force (RIF) (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 401.15 - Reduction in Force (RIF).

1. Policy 401.15 Reduction in Force (RIF) (Action Item)

Motion to accept Policy 401.15 Reduction in Force (RIF).

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

c. Policy 401.18 Certificated Personnel (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 401.18 - Certificated Personnel.

1. Policy 401.18 Certificated Personnel (Action Item)

Motion to accept Policy 401.18 Certificated Personnel.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

d. Policy 401.30 Supervision & Evaluation (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 401.30 - Supervision and Evaluation.

1. Policy 401.30 Supervision & Evaluation (Action Item)

Motion to accept Policy 401.30 Supervision & Evaluation.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

e. Policy 401.80 Professional Negotiations (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 401.80 - Professional Negotiations.

1. Policy 401.80 Professional Negotiations (Action Item)

Motion to accept Policy 401.80 Professional Negotiations.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

iii. Section 402 - Classified Personnel:

a. Policy 402.10 Classified Personnel (fourth reading) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the fourth reading of Policy 402.10 - Classified Personnel.

1. Policy 402.10 Classified Personnel (Action Item)

Motion to accept Policy 402.10 Classified Personnel.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

iv. Section 403 - All Personnel

a. Policy 403.40 Hiring & Selection (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.40 - Hiring and Selection.

1. Policy 403.40 Hiring & Selection (Action Item)

Motion to accept Policy 403.40 - Hiring and Selection.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

b. Policy 403.50 Personnel Conduct (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.50 - Personnel Conduct.

1. Policy 403.50 Personnel Conduct (Action Item)

Motion to accept Policy 403.50 - Personnel Conduct.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Lori Frasure - Yes
Lucas Baclayon - Yes
Angie Redford - Yes
Rene Ozuna - No

c. Policy 403.60 Leave (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.60 - Leave.

1. Policy 403.60 Leave (Action Item)

Motion to accept Policy 403.60 - Leave.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

d. Policy 403.70 Alcohol, Tobacco and Illicit Drugs (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.70 - Alcohol, Tobacco, and Illicit Drugs.

1. Policy 403.70 Alcohol, Tobacco and Illicit Drugs (Action Item)

Motion to accept Policy 403.70 - Alcohol, Tobacco, and Illicit Drugs.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

e. Policy 403.71 Harassment (third reading) – Renee Senander, Chief Human Resources

Officer

Renee Senander presented the third reading of Policy 403.71 - Harassment.

1. Policy 403.71 Harassment (Action Item)

Motion to accept Policy 403.71 - Harassment.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

f. Policy 403.72 Child Abuse/Neglect (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.72 - Child Abuse/Neglect.

1. Policy 403.72 Child Abuse/Neglect (Action Item)

Motion to accept Policy 403.72 - Child Abuse/Neglect.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

g. Policy 403.75 Enforcement of Student Discipline (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.75 - Enforcement of Student Discipline.

1. Policy 403.75 Enforcement of Student Discipline (Action Item)

Motion to accept Policy 403.75 - Enforcement of Student Discipline.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

h. Policy 403.76 Fingerprinting/Criminal Records Check (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.76 - Fingerprinting/Criminal Records Check.

1. Policy 403.76 Fingerprinting/Criminal Records Check (Action Item)

Motion to accept Policy 403.76 - Fingerprinting/Criminal Records Check.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

With the correction of a clerical error.

i. Policy 403.80 Title IX and Non-Discrimination (third reading) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.80 - Title IX and Non-Discrimination.

1. Policy 403.80 Title IX and Non-Discrimination (Action Item)

Motion to accept Policy 403.80 - Title IX and Non-Discrimination.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

j. Policy 403.90 Assignment of Employment Related Duties to Superintendent (third reading - rescission) – Renee Senander, Chief Human Resources Officer

Renee Senander presented the third reading of Policy 403.90 - Assignment of Employment Related Duties to Superintendent.

1. Policy 403.90 Assignment of Employment Related Duties to Superintendent (Action Item)

Motion to accept Policy 403.90 - Assignment of Employment Related Duties to Superintendent.

Motion made by: Angie Redford
Motion seconded by: Lucas Baclayon
Voting:
Unanimously Approved

k. Policy Section 400 - Batch Rescind: Policies 0401.11, 0401.12, 0401.13, 0401.14, 0401.16, 0401.19, 0401.20, 0401.40, 0401.50, 0401.51, 0401.60, 0402.11, 0402.13, 0402.20, 0402.21, 0402.30, 0402.40, 0402.41, 0402.42, 0402.50, 0403.01, 0403.10, 0403.11, 0403.12, 0403.13, 0403.23, 0403.24, 0403.30, 0403.51, 0403.52, 0403.53, 0403.54, 0403.55, 0403.56, 0403.57, 0403.58, 0403.61, 0403.73, 0403.74, 0404.01 (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the second reading on a set of policies being recommended for rescission. The following policies are proposed to be rescinded: 0401.11, 0401.12, 0401.13, 0401.14, 0401.16, 0401.19, 0401.20, 0401.40, 0401.50, 0401.51, 0401.60, 0402.11, 0402.13, 0402.20, 0402.21, 0402.30, 0402.40, 0402.41, 0402.42, 0402.50, 0403.01, 0403.10, 0403.11, 0403.12, 0403.13, 0403.23, 0403.24, 0403.30, 0403.51, 0403.52, 0403.53, 0403.54, 0403.55, 0403.56, 0403.57, 0403.58, 0403.61, 0403.73, 0403.74, 0404.01

0403.52, 0403.53, 0403.54, 0403.55, 0403.56, 0403.57, 0403.58, 0403.61, 0403.73, 0403.74, and 0404.01.

1. Policy Section 400 - Batch Rescind: Policies 0401.11, 0401.12, 0401.13, 0401.14, 0401.16, 0401.19, 0401.20, 0401.40, 0401.50, 0401.51, 0401.60, 0402.11, 0402.13, 0402.20, 0402.21, 0402.30, 0402.40, 0402.41, 0402.42, 0402.50, 0403.01, 0403.10, 0403.11, 0403.12, 0403.13, 0403.23, 0403.24, 0403.30, 0403.51, 0403.52, 0403.53, 0403.54, 0403.55, 0403.56, 0403.57, 0403.58, 0403.61, 0403.73, 0403.74, 0404.01 (Action Item)

Motion to rescind Policies 0401.11, 0401.12, 0401.13, 0401.14, 0401.16, 0401.19, 0401.20, 0401.40, 0401.50, 0401.51, 0401.60, 0402.11, 0402.13, 0402.20, 0402.21, 0402.30, 0402.40, 0402.41, 0402.42, 0402.50, 0403.01, 0403.10, 0403.11, 0403.12, 0403.13, 0403.23, 0403.24, 0403.30, 0403.51, 0403.52, 0403.53, 0403.54, 0403.55, 0403.56, 0403.57, 0403.58, 0403.61, 0403.73, 0403.74, and 0404.01.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

I. Policy Section 400 - Batch Move and Renumbering: Policies 403.20 to 801.20, 403.21 to 801.21, and 403.22 to 801.22 (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the second reading on a set of policies recommended for relocation to other sections of the Policy Manual to better align with their purpose. Policies 403.20 to 801.20, 403.21 to 801.21, and 403.22 to 801.22.

1. Policy Section 400 - Batch Move and Renumbering: Policies 403.20 to 801.20, 403.21 to 801.21, and 403.22 to 801.22 (Action Item)

Motion to move Policies 403.20 to 801.20, 403.21 to 801.21, and 403.22 to 801.22.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

m. Section 400 Rework – Move: Policy 502.11 Student Discipline (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the second reading of Policy 502.11 - Student Discipline.

1. Section 400 Rework – Move: Policy 502.11 Student Discipline (Action Item)

Motion to rescind Policy 502.11 - Student Discipline and adopted AR-01 403.75.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

n. Section 400 Rework – Move: Policy 602.22 Idaho Dignity and Non-Discrimination in Public Education Act (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Seander presented the second reading of Policy 602.22 - Idaho Dignity and Non-Discrimination in Public Education Act.

1. Section 400 Rework – Move: Policy 602.22 Idaho Dignity and Non-Discrimination in Public Education Act (Action Item)

Motion to move Policy 602.22 - Idaho Dignity and Non-Discrimination in Public Education Act.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

o. Section 400 Rework – Move: Policy 602.23 Student Surveys (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Senander presented the second reading of Policy 602.23 - Student Surveys.

1. Section 400 Rework – Move: Policy 602.23 Student Surveys (Action Item)

Motion to move Policy 602.23 - Student Surveys.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

p. Section 400 Rework – Move: Policy 810.23 Certified Personnel Salary Payments (second reading and action) - Renee Senander, Chief Human Resources Officer

Renee Seander presented the second reading of Policy 810.23 - Certified Personnel Salary Payments.

1. Section 400 Rework – Move: Policy 810.23 Certified Personnel Salary Payments (Action Item)

Motion to move Policy 810.23 - Certified Personnel Salary Payments.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

VIII. NEW BUSINESS - DISCUSSION & ACTION: the Board may take action to approve, deny,

amend, modify or postpone action on any of the items listed below

i. Policy 603.20 High School Credits (first reading and action) - Rhonda McDonough, Chief Academic Officer: Teaching and Learning

Rhonda McDonough presented the first reading of Policy 603.20 High School Credits.

a. Policy 603.20 High School Credits (Action Item)

Motion to accept Policy 603.20 High School Credits.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

ii. Policy 603.21 High School Commencement Ceremony (first reading) - Rhonda McDonough, Chief Academic Officer: Teaching and Learning

Rhonda McDonough presented the first reading of Policy 603.21 High School Commencement Ceremony.

iii. Policy 603.22 Advanced Opportunities (AO) Programs (first reading) - Rhonda McDonough, Chief Academic Officer: Teaching and Learning

Rhonda McDonough presented the first reading of Policy 603.22 Advanced Opportunities (AO) Programs.

iv. Policy 502.80 Cell Phone and Personal Electronic Devices (first reading) - Marcus Myers, Chief Academic Officer: Student Success

Marcus Myers presented the first reading of Policy 502.80 Cell Phone and Personal Electronic Devices.

IX. GOOD OF THE ORDER

There were no comments during Good of the Order.

X. FUTURE AGENDA ITEMS

There were no future agenda items.

XI. ADJOURNMENT

Move to adjourn the meeting.

Motion made by: Angie Redford

Motion seconded by: Lucas Baclayon

Voting:

Unanimously Approved

Chair Frasure adjourned the meeting at 6:55 p.m.

