

**Bonneville Academy**  
**Open Public Board Meeting**  
**July 22, 2025, 7:00pm**

Start time: 7:00pm

End time:

Zoom Link:

<https://bonnevilleacademy-org.zoom.us/j/84743802452?pwd=sdkbZsd4be2t4l2i8hVlavlg9XN1Yo.1>

**AGENDA:**

1. Call to order
  - a. Present: Will Frazier, Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
2. Closed session to discuss the character, professional competence, or physical or mental health of an individual.
  - a. Motion to close open session: Derek Parry
  - b. Second: Brita Hall
  - c. Approved: Will Frazier, Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall  
7:08pm
  - d. Motion to open closed session inviting Juliette Herrera, Michael Spendlove, Corrie Norman, and Erin Preston: Derek Parry
  - e. Second: Candace Frandsen
  - f. Approved: Will Frazier, Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall  
7:12 pm
  - g. Motion to close closed session: Brita Hall
  - h. Second: Derek Parry
  - i. Approved: Will Frazier, Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall  
8:08 pm
  - j. Motion to open open session: Derek Parry
  - k. Second: Brita Hall
  - l. Approved: Will Frazier, Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
3. Discussion Items
  - a. Academic Excellence Policy
  - b. Bereavement policy
  - c. Administration of medication policy
  - d. Alcohol, drug, and tobacco-free workplace policy
    - i. Should we include tobacco pouches?

- e. Arrest reporting policy
- f. Assurances policy
- g. Background check policy
- h. Bloodborne Pathogen ECP Policy
- i. Bylaws Policy
  - i. We need to look at this closer. We will table this one.
- j. Personally Owned Electronic Device Policy
- k. Classification of employment policy
- l. Comprehensive Assessment System Plan
- m. Constitutional Freedom Policy
- n. Copyright policy
- o. Dual enrollment Policy
- p. Effective teaching evaluation policy
- q. Emergency Preparedness Policy
- r. Employee compensation, leave, and benefits policy
- s. EMPLOYEE CONDUCT, PROFESSIONAL STANDARDS, AND DISCIPLINARY POLICY
- t. Employee handbook
  - i. We are going to table this.
- u. Employee tech agreement
- v. Employment eligibility work authorization policy
- w. Enrollment policy
- x. Extracurricular activity policy
- y. Financial Management policy
- z. Harassment policy
- aa. Head Injury policy
- bb. Human Sexuality Instruction Policy
- cc. Indoor outdoor recess policy
- dd. LEA Specific teacher license policy
- ee. Nondiscrimination policy
- ff. Purchasing card policy
- gg. Records Management policy
- hh. School Maintenance Policy
- ii. Social Media Policy
- jj. Student Fee and Fee Waiver Policy
- kk. Substitute teacher policy
- ll. CCR Policy
- mm. Electronic Use Policy
- nn. In-School Transfer Policy
- oo. Medical Recommendation Policy
  - i. Table
- pp. Parent Engagement policy
- qq. School Land Trust Policy
- rr. School lunch balance policy
  - i. table
- ss. Student Travel Policy

- tt. Wellness policy
- uu. FMLA Policy
- vv. Pledge of allegiance policy
- ww. PTO Policy
  - i. Change some verbiage to relay to another policy.
- xx. Sick student guidelines/policy

#### 4. Action Items

- a. LEA Specific License
  - i. Motion to approve LEA specific license that was discussed during closed session: Derek Parry
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- b. Academic Excellence Policy
  - i. Motion: Brita Hall
  - ii. Second: Derek Parry
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- c. Bereavement policy
  - i. Motion: Brita Hall
  - ii. Second: Derek Parry
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- d. Administration of medication policy
  - i. Motion: Derek Parry
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- e. Alcohol, drug, and tobacco-free workplace policy
  - i. Motion: Brita Hall
  - ii. Second: Derek Parry
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- f. Arrest reporting policy
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- g. Assurances policy
  - i. Motion: Candace Frandsen
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- h. Background check policy

- i. Motion: Candace Frandsen
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- i. Bloodborne Pathogen ECP Policy
  - i. Motion: Candace Frandsen
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- j. Bylaws Policy
  - i. Motion to table Bylaws Policy: Candace Frandsen
  - ii. Second: Brita Hall
  - iii. Approve: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- k. Personally Owned Electronic Device Policy
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- l. Classification of employment policy
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- m. Comprehensive Assessment System Plan
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- n. Constitutional Freedom Policy
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- o. Copyright policy
  - i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- p. Dual enrollment Policy
  - i. Motion: Candace Frandsen
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- q. Effective teaching evaluation policy

- i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- r. Emergency Preparedness Policy
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- s. Employee compensation, leave, and benefits policy
  - i. Motion to approve with discussed changes: Derek Parry
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- t. EMPLOYEE CODUCT, PROFESSIONAL STANDARDS, AND DISCIPLINARY POLICY
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- u. Employee handbook
  - i. Motion to table: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- v. Employee tech agreement
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- w. Employment eligibility work authorization policy
  - i. Motion: Soraya Snipes
  - ii. Second: Candace
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- x. Enrollment policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- y. Extracurricular activity policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- z. Financial Management policy

- i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- aa. Harassment policy
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- bb. Head Injury policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- cc. Human Sexuality Instruction Policy
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- dd. Indoor outdoor recess policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ee. LEA Specific teacher license policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ff. Nondiscrimination policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- gg. Purchasing card policy
  - i. Motion: Soraya Snipes
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- hh. Records Management policy
  - i. Motion Brita Hall
  - ii. Second Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ii. School Maintenance Policy

- i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- jj. Social Media Policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- kk. Student Fee and Fee Waiver Policy
  - i. Motion: Soraya Snipes
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ll. Substitute teacher policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- mm. CCR Policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- nn. Electronic Use Policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- oo. In-School Transfer Policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- pp. Medical Recommendation Policy
  - i. Motion to table: Derek Parry
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- qq. Parent Engagement policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- rr. School Land Trust Policy

- i. Motion: Brita Hall
  - ii. Second: Candace Frandsen
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ss. School lunch balance policy
  - i. Motion to approve : Derek Parry
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- tt. Student Travel Policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- uu. Wellness policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- vv. FMLA Policy
  - i. Motion: Soraya Snipes
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- ww. Pledge of allegiance policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- xx. PTO Policy
  - i. Motion to approve with revisions: Derek Parry
  - ii. Second: Brita Hall
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier
- yy. Sick student guidelines/policy
  - i. Motion: Brita Hall
  - ii. Second: Soraya Snipes
  - iii. Approved: Soraya Snipes, Derek Parry, Candace Frandsen, Brita Hall
  - iv. Excused: Will Frazier

## 5. Adjourn

- i. Motion to adjourn: Brita Hall
- ii. Second: Soraya Snipes

Next Meeting: 8.11.2025