

**MINUTES**  
**REGULAR MEETING OF THE BOARD OF EDUCATION**

October 21, 2010  
Bryce Valley High School

Board members present: Board President Ken Platt, Vice President Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead.

Superintendent Janice Hatch and Business Administrator Lark Reynolds were also present.

**BOARD MEETING**

**Call Meeting to Order**

Board President Ken Platt called the meeting to order. He then entertained a motion whether to move into an executive session. Brian then began discussing some items listed on the executive session agenda. Brian then proposed a motion to move into an executive session to discuss pending or reasonable imminent litigation, and competence of an individual. As part of his motion he indicated that he did not feel that the retirement contract of an individual should be discussed in board meeting. This motion was seconded by Gladys LeFevre. A roll call vote was then called for. Brian Bremner and Gladys LeFevre voted aye. Ken Platt, Gregg Christensen, and Kay Englestead voted nay. The motion did not pass.

Kay Englestead then proposed a motion to go into an executive session for three reasons:

1. To discuss pending or reasonable imminent litigation
2. To discuss the competence of an individual
3. To discuss the health of an individual as it relates to their retirement contract.

This motion was seconded by Gregg Christensen. A roll call vote was then called for. Ken Platt, Gladys LeFevre, Gregg Christensen, and Kay Englestead all voted aye. Brian Bremner voted nay. The motion passed 4-1.

Following the executive session, Gladys LeFevre proposed a motion to come out of executive session. The motion was seconded by Kay Englestead. A roll call vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

**Welcome**

Board President Ken Platt extended a welcome to all who were present.

**Pledge of Allegiance**

Ken Platt led the Pledge of Allegiance.

**Open Forum to Discuss Improving the Education of Students.**

There were no comments.

**Agenda Changes**

- Tenure Teachers Below *(See discussion and action item M below)*
- Disposal of Band Instruments *(See discussion and action item N below)*
- PHS GBB Time Change/Departure for Game Time Change *(See discussion and action item O below)*

**1. Consent Agenda Items**

**A. Approve Board Meeting 2010 Minutes**

**B. Approve September 2010 Financial Reports**

**C. Approve October Hiring Recommendations**

- i. Deanne Beagley – BVES Kindergarten Para. This is NOT a new hire, it is a reassignment of duties. She is going to work 19 hours a week, and will be paid at her current rate of \$11.06 from State Extended Day Kindergarten Funds.
- ii. Kathryn Pollock – BVES Para. This is also NOT a new hire, it is a reassignment of duties. She is going to split time between the Elementary and High School. She will work 28 hours a week (25 BVES + 3 BVHS) at her current rate of pay of \$11.83 an hour. She will be paid from the State Special Education Funds, Federal IDEA Funds, and Federal Title I Funds.
- iii. Billie Jo Sudweeks – BVES Para. She will work up to 13 hours a week being paid \$9.54 an hour. She will be paid from State Reading Funds.
- iv. Sarah Rose – BVES Para. She will work up to 17 hours a week, being paid at \$9.54 an hour, and she will be paid from Federal Title I Funds.
- v. Charlee Ott – BVES Para. She will work up to 15 hours a week, being paid \$9.54 an hour out of State UPass Funds.
- vi. Camille Parucha – PMS/PHS Para. She will work up to 29 hours per week while replacing Daphne Green. She will be paid \$9.54 an hour from Special Education and Autism Program Funds.
- vii. Heather Allen – PHS Volunteer Assistant Cheerleader Advisor. She will not be paid as she is volunteering.
- viii. Heidi Shakespeare – BVES Swim Chaperone. She would be paid \$7.25 an hour from Recreational Funds. *(She was not approved, but rather tabled to another date when the District has acquired some additional information. See the details below.)*

- ix. Logan McLemore - EHS Volunteer. He will be used in various temporary capacities such as Boys Basketball and custodial work until December 2010. He will not be paid as he is volunteering.
- x. Ward Harvey Mangum – BVHS Sweeper. He will work up to 19 hours per week as needed. He will be paid \$9.27 an hour, and will be paid from the General Program Fund under the Custodial Function.
- xi. Substitute Teachers – Paid at the District Rate of \$65 a day from the General Program Fund, General Classroom Function.
  - 1. Tony Dinges
  - 2. Gloria Houston
  - 3. Kirby Martin
  - 4. Gay Shakespeare - *(She also was tabled to approve at another date. See the details below.)*
  - 5. Cheryl Church
  - 6. Colleen Fensler
  - 7. Gerta Palmer
- xii. Resignations
  - 1. Arjean Ivie – BVHS Sweeper
  - 2. Stewart Ivie – BVHS Sweeper

The Board first discussed the changes that need to be made to the minutes in order for the Board to accept them. The Board then decided to table approving the minutes until the changes discussed were made. The Board then discussed some of their questions on the financials next month. The Board was told that the District Office would report back to them on the questions that were brought up. Next, the Board discussed the New Personnel & Resignations listed above. Brian commented on how we needed to list the suggested authorized hours, rate of pay, and Program from which they would be paid. Gladys LeFevre then asked why we were hiring a new Para at over 19 hours per week. She was told that the position was opened up and there were no applicants, so the School recruited this employee to fill in for Daphne Green who was leaving. Daphne was working up to 29 hours per week and being paid from Special Education & Autism Program Funds. Brian Bremner asked why the Board needed to employ a Swim Chaperone. The Board then decided to table this discussion until next month.

After the discussion, Gladys LeFevre proposed a motion to approve the September 2010 Financial Reports and the October Hiring Recommendations. The Board Meeting Minutes were not approved as some changes needed to be changed. In addition, as part of the motion Gay Shakespeare and Heidi Shakespeare were asked to be tabled to a future Board Meeting new hire approvals. The Board wanted to be assured that Gay Shakespeare passed the background check before approving her, and the Board did not have an letter of recommendation as to why the district need to hire a Swim Chaperone at this time of the year when the pool is closed. This motion was seconded by Gregg Christensen. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

## **2. Public Comments**

Cynthia Hurd presented the Board with a packet that includes the Guidelines and Regulations for Special Education Graduation. Brian then asked a specific question when someone graduates with a Diploma, are we required to continue educating them. Cynthia told him no they are not if they graduate with a Diploma. However, if it is a certificate of completion rather than a diploma then future educational service should be provided.

## **3. School Board Proposals – Comments**

Ken Platt encouraged the Board to attend the USBA Conference on January 6<sup>th</sup>-8<sup>th</sup>, 2010. He asked who would attend so that the District could register them.

Gladys LeFevre reported on her Five Counties Meeting. She also commented on last month's USBA Regional Training held in Cedar City.

Brian Bremner reported how a new Policy Committee needs to be formed as there have been changes since. He sent an e-mail to the Board discussing it, and asking if Gregg would be willing to Chair that committee. Due to Gregg's time constraints, Kay indicated that he would Chair that committee. It was recommended in prior meetings that the committee consists of a GEA representative, GSEA representative, Community Council member, and an Administrator. He then talked about the one-time Early Retirement Incentive that was offered last year, and how the Board has not yet officially approved a document. He thought the Board would need a paper trail for future reference. Brian also briefly discussed the negotiations meeting. He then asked about what equipment was purchased for Snow Removal, and has it been ordered. He was told that the District had ordered ATV's to remove snow which was under the amount authorized last month. Brian then warned the Board about possible complaints they may hear from community members who see new ATV's at the School when the district has made cuts in employees.

Gregg Christensen reported on the updates from UHSAA alignment. 1A schools will still have 5 regions.

Kay Englestead reported on what was discussed at Garfield County's Commission Meeting regarding the pool. He informed the Board the County Commission agreed to pay \$3,000 next year to help with the transportation of County Children to attend Summer Swimming Lessons. He also reported on what Panguitch City Council authorized them to help in purchase improvements of the Pool. The City agreed to help the District by purchasing a new pump. The City also set a cap of \$15,000 on the amount they would be able to expend.

#### **4. Superintendent's Report**

##### **A. Optional Extended Day Kindergarten**

Superintendent provided a report to the Board and discussed how this program has benefited our Student Scores.

##### **B. Common Core – Transition/No Text Books**

Superintendent talked about the changes coming to the common core in mathematics and Language Arts, and how it will help.

##### **C. Risk Management/Non-Renewal**

The Superintendent passed out a paper from Risk Management recommending that the District keep detailed documentation on each employee who is not recommended for tenure in a year that they could qualify.

##### **D. Substitute Teacher Training**

The Superintendent reported on the Substitute Teacher Training held this year.

##### **E. JPAS Certification**

The Superintendent talked on how she likes the JPAS research documentation. She commented on how the District needs to implement Teacher Mentors.

##### **F. Data Days**

She reported on the recent Data Day trainings held at each school. She reported on how this is a valuable tool to help improve the quality of teaching.

##### **G. National Literacy Day**

The Superintendent reported on what the District did this day.

##### **H. Art and Science of Teaching/Professional Development**

Superintendent presented each board member with a copy of the book the District is using.

##### **I. Board Member School Visits**

###### **i. Best Practices/Concern**

Tammi Bennett, Julie Chidester, and Cheryl Cox each commented on concerns with Board Members visiting the faculty classrooms. The main concern was that this would turn into another evaluation. The Board listened to the comments and concerns, and then explained that their reasoning was to get a positive view of what's going on in our schools.

**J. Maintenance/Building Reports**

- i. EHS**
- ii. Pool**
- iii. Other**

The Superintendent asked Damon Brinkerhoff to report on where the District is in regards to the above issues. Escalante High Schools roof leaked after the last rain storm, and Damon discussed what could be done there. He also discussed the pool and how the District is allowing it to drain naturally until the leak is found before the improvements are started.

**K. Washington D.C. Trip Report on the Secure Rural Schools Funds**

The Superintendent reported on her recent trip to Washington D.C. where she met with legislators to discuss how the Secure Rural Schools Funding has helped Garfield County School District. However, she also reported on how the County Commission denied her request to pay for ½ of the travel expenses. The original motion stated that she would be allowed to travel to Washington D.C. as long as the County paid for ½ of the travel expenses. The Board then discussed this, and decided to have it added to next month's agenda.

**L. Title I**

The Superintendent reported on our Title I schools which will be recognized for their scholastic achievements. Antimony and Escalante Elementary Schools were recognized.

**M. MSP Awards**

The Superintendent reported on award letters for funding. She received an award letter for Title I-A funds and the CTE Prostart and Online Testing Funds.

**5. Discussion and Actions Items**

**A. Panguitch High School 2010-2011 Wrestling Schedule**

After a brief discussion about one Tuesday scheduled event, Gregg Christensen proposed a motion to approve the proposed Panguitch High School Wrestling Schedule for 2010-2011. The motion was seconded by Kay Englestead. A vote was called for. Ken Platt, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. Brian noted that he was voting aye simply because he has seen a significant reduction in Tuesday Activities even though he personally does not approve of them. Gladys LeFevre voted nay because of the Tuesday event. The motion passed 4-1.

#### **B. EHS – Business of Charity 7-8 CTE to SLC November 3<sup>rd</sup>**

After some discussion of what the trip entailed (work based learning experience), Gladys LeFevre proposed a motion to approve the trip. The motion was seconded by Brian Bremner. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

#### **C. Board Member Visits to Schools**

This was an information item only. No Action needed.

#### **D. Jobs Bill Funding**

This was an information item only. The Superintendent noted that the amount may be significantly cut as the Legislature should be voting on it after the November elections. No Action needed.

#### **E. Negotiations/Contracts**

The Board was presented signed copies of the Negotiation Agreements that the two unions had drafted. Tammi Bennett and Cheryl LeFevre commented on the negotiations.

Following the discussion above the board then discussed one item listed in the GEA negotiation agreement. That line item stated that “the District agrees to consider language that is agreeable to both parties to the Administrators Salary Schedule that could allow teaching years of experience in Garfield to Count towards placement on the Administrator’s Salary Schedule.” There was a lengthy discussion about the proposed changes in the Administrative Schedule. Kay Englestead then proposed a motion to accept the proposed Administrative Schedule with the noted changes. First change is in the wording at the bottom which will now read “up to 10 years of administrative experience accepted from another district.” The other addition to the wording at the bottom is that “*when an educator is moved to an administrative position within the district, the Garfield County School District Board of Education will accept years of teaching experience to decide placement on the administrative salary schedule.*”

*Requirements:*

- *Three consecutive years of successful teaching experience*

- *Proficient Evaluations, no probation or disciplinary action by the Board*
- *(3) years teaching experience will equal up to (1) year of administrative experience*
- *Must have an Administrative Certificate”*

This motion was seconded by Gregg Christensen. A vote was called for. Ken Platt, Gregg Christensen, and Kay Englestead voted aye. Brian Bremner voted nay and stated that there was no way that board could negotiate policy right here and now of such a complicated nature and think that the Board is coming up with good policy. Gladys LeFevre abstained. The motion passed 3-1-1.

The Board then began discussing some of the items listed in GEA's proposed Negotiation Agreement. Brian discussed how if they agree to some of the proposed items, it would bind the District by not allowing them to make changes without GEA's approval. It would become a binding two-way agreement. He pointed out some conflicts with certain items. Ken then asked what other members of the Board thought. Gladys LeFevre said that she agreed, and Kay Englestead asked if the Negotiation Agreement was agreed upon in the committee meeting. Brian then suggested that because the Board seemed divided on this issue that it should be discussed in a closed meeting where the Board could discuss their concerns in turn. The Board decided not to take any motion until it was discussed in an Executive session under collective bargaining.

#### **F. Security Cameras in Schools**

Superintendent Hatch discussed why security systems are being stressed in her Superintendent meetings. She discussed how they are helping benefit the schools that have implemented them for security purposes. The board directed the Superintendent to pursue having some companies come walk through the schools and present some information on what they feel the district would need. She would then bring the suggestions and cost estimates to the Board to report what is found.

#### **G. October 1, 2010 Enrollment**

This was an information item only. No Action Needed.

#### **H. Home School Request**

Gladys LeFevre proposed a motion to accept the home school request that was provided. As part of the motion she also proposed that they also accept the required affidavit provided so that the student may participate in extracurricular activities. The motion was seconded by Brian Bremner. A vote was called for. Ken Platt and Gladys LeFevre voted aye. Gregg Christensen, Brian Bremner, and Kay Englestead voted nay. The motion fails 2-3. After the vote, the Board Members discussed how they are aware of the Utah Law and that the Board cannot legally stop this from happening. However, Ken wanted it noted that the Board motion failed.



**I. Background Checks – Cost: \$45 per person**

This item was added to the agenda per the Board Instruction last month. It was discussed but no motion was made. The Board decided that it would not pay for the background checks, but rather will expect the employee to pay for the service. The District will continue to require that the employees or potential employees needing a background check to pay for their individual background check. Lark voiced his concern over monitoring this issue. No Action was taken on the item, rather the Board directed the District to continue requiring the employee to pay for the service.

**J. RIF Policy**

After some discussion about the draft policy Gregg Christensen proposed a motion to accept the amended changes to the District Reduction in Work Force Policy. The motion was seconded by Gladys LeFevre. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

**K. Early Retirement Policy**

Brian Bremner proposed a motion to place a moratorium on early retirement applications with the District. As part of his motion he proposed that he and Kay Englestead form a committee that would review our current early retirement policy and come up with suggestions that they could present to the board over the next few months. The motion died for lack of a second.

Gregg Christensen then proposed a motion similar to Brian's previous motion except that there would be no moratorium on early retirement applications. However, he still expected that Brian and Kay would look into the current early retirement policy, and report back to the Board in a couple of months with suggestions. The motion was seconded by Kay Englestead. A vote was called for. Ken Platt, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. Gladys LeFevre abstained from voting. The motion passed 4-0-1.

**L. Utah Retirement Systems Nondiscriminatory Participation Standard**

Brian Bremner proposed a motion to accept the Utah Retirement Systems Nondiscriminatory Participation Standard that was proposed except for a few change that he noted. The Policy will now state that: "The District will not discriminate against any full-time employee based on their age gender, race, or religion who may be seeking to purchase future years of credit through the Utah Retirement Systems. The District may elect to assist an employee in purchasing future service credit in accordance with District Policy and in accordance with the Utah Code Ann. §49-12-409 and §49-13-408." The

motion was then seconded by Gladys LeFevre, and a vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

#### **M. Tenure Teachers**

The following teachers were recommended by their Administrators for Board approval of tenured status:

- Amanda Johnson – EHS
- Eugene King - EHS
- Doneen Griffin – EES
- Shannon Hatch – PES
- Natalie Perkins – PHS

Brian Bremner asked Superintendent Hatch to grade the Teachers. Janice responded that this group of Teachers would all receive a letter grade of B or better. With that recommendation Brian Bremner proposed a motion to accept the above listed teachers as being approved for tenured status. The motion was seconded by Gregg Christensen, and a vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

#### **N. Disposal of Band Instruments**

Brian Bremner discussed his correspondence with District Staff via e-mail. In this e-mail he discussed how he had helped purchase several band instruments, mostly brass, which have been stored at the Social Hall. He wanted to discuss what should be done with these instruments. After some discussion the Board decided to have Brian deliver the instruments to the District Office, until a decision is made whether to sale the instruments or donate/dispose of them. No action was needed for this item.

#### **O. PHS GBB Schedule Changes Requests**

PHS Girls Basketball Coach John Orton proposed the following changes to the current schedule:

1. That the Tuesday, November 23, 2010 game scheduled to be played at North Sevier be moved to a regular start time in Panguitch on the same day. The location needed to be changed due to a conflict in North Sevier.
2. That the departure date for the Mesquite Tournament be changed. They were originally scheduled to leave in the Morning on Friday, December 17, 2010 to attend an early afternoon game. Coach Orton proposed that they leave on Thursday after school rather than on Friday morning.

After some discussion on the matter, Brian Bremner proposed a motion to accept the proposed changes from Coach Orton. However, as part of his motion he stressed that in order for the girls to leave on Thursday for the Mesquite Tournament the Coaches and Girls needed to do something educational on Friday Morning before the game.

Kay Englestead seconded the motion. There was discussion on what “something educational” could be. A vote was called for. Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. Ken Platt and Gladys LeFevre voted against the motion stating that they felt the girls could leave Friday morning easily enough to attend an early afternoon game. The motion passed 3-2.

## **6. Board Business**

### **A. Set November 2010 School Board Meeting time, date, and location.**

Novembers Board Meeting is scheduled to be held at Panguitch High School on Thursday November 18, 2010. Board Meeting will begin at 6:00.

## **7. Public Comments**

Jeff Brinkerhoff asked if he was being moved to step three on the administrator’s salary schedule due to the changes to the Administrators Salary Schedule that was passed in the Discussion and Action Item E above. He was told that he would be.

After a brief moment of silence, Ken asked Superintendent Hatch to read her letter that she had prepared. In this letter Janice stated that she was going to retire on January 1<sup>st</sup> of 2011. She thanked the Board and Community for allowing her to work in a profession that she loved for the past 28 years.

Following this, Gladys LeFevre proposed a motion to move back into an executive session for the same reasons noted above. The Executive Session would also include a discussion on collective bargaining. Due to time constraints the Board was not able to discuss all the items that it needed to. This motion was seconded by Brian Bremner. A roll call vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

## **8. Adjournment**

Following the executive session Kay Englestead proposed motion to come out of executive session. Gladys LeFevre seconded the motion. A roll call vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead voted aye. The motion passed unanimously.

Gregg Christensen then proposed a motion to adjourn, and was seconded by Brian Bremner. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

**NOTICE OF SPECIAL ACCOMMODATION  
DURING PUBLIC MEETINGS**

In compliance with the American's with Disabilities Act, individuals needing special accommodations (including auxiliary communicative aids and service) during this meeting should notify Annie Eldredge at 676-8821 at least three days prior to the meeting.