

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

November 18, 2010  
Panguitch 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 also recognized people who were in attendance.

**Welcome**

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

**Pledge of Allegiance**

Kay Englestead led the Pledge of Allegiance.

**Gilbert & Stewart CPA's Audit Report**

James Gilbert, CPA was present. He presented to the board the financial statements for the year ending June 30, 2010. He also presented to the board the Single Audit and State of Utah Legal Compliance Reports for the year ending June 30, 2010. As part of the presentation he answered questions the board had in regarding the reports. Mr. Gilbert noted many improvements have been made including the process of segregation of personnel duties, doing well with what staff the district has, unable to completely resolve some issues but can mitigate by having others check bank statements and other things.

Superintendent Janice Hatch thanked Lark for his time and level of expertise and level of effort to improve audit.

**Richard Stowell, USBA Superintendent Search Report**

Richard Stowell, the Executive Director of the Utah School Boards Association, presented options to the Board regarding superintendent search options. He stressed to the board that this is possibly the most important decision that they will make for the

future of the District. He also complimented the district on receiving positive comments and report from the auditor. He noted Janice will be missed and expressed his feelings of what an outstanding job she has done. He gave each board member, Janice, and Lark a binder with information and options regarding the filling of the superintendent position. President Platt thanked Richard for his assistance.

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

PHS Student Cameron Fawson expressed his feelings of the rules being too strict. Ms. Vanenzuela (student, was unable to her first name) Noted she would like to see a broadened selection of courses offered.

Lauren Frandsen, PHS student – Expressed her concern of the truancy policies being too strict.

Debbie Pollock, PHS teacher – Reported students district wide had attended a health fair at Dixie, also a health fair at SUU, and engineering and computer workshops at SUU recently. She expressed that she feels these workshops introduce and exposed students to new options for careers, and the students greatly benefitted from these offerings.

Gregg Christensen noted the truancy standards come from state law.

Superintendent Hatch noted she had attended the PHS musical play, “Cinderella.” It was an excellent production well done.

### **Agenda Changes**

Added 5-H Negotiations

#### **1. Consent Agenda Items**

**A. Approve Board Meeting Minutes for May 20, 2010; June 15, 2010; July 1, 2010; and October 21, 2010.**

**B. Approve October 2010 Financial Reports**

**C. Approve November Hiring Recommendations**

- i.** Joe Decker – PMS Sweeper. He will be authorized to work up to 19 hours a week, and will be paid \$9.27 an hour from our general fund, general program, and the building operations and maintenance function. Background check has been submitted.
- ii.** Brandy Everett – Panguitch Elementary Paraprofessional. She is authorized to work up to 19 hours a week, and will be paid \$9.54 from the Panguitch Elementary School Trust Land funds.
- iii.** Substitute Teachers, paid at a rate of \$65 a day from the general fund, general program, and instructional function.
  - 1.** Gay Shakespeare
  - 2.** Elaine Baldwin
  - 3.** Camille Parucha – (Currently a district paraprofessional)

May minutes, pg 3, first paragraph change Jerry Griffin to Jerry Roundy. Lark had added commentary/ information in the October minutes that did not take place during the meeting, but afterwards. Board members expressed concern that the minutes needed to reflect a proper record of what had taken place during the meeting, not inappropriate meeting language. Brian Bremner gave an example of how Annie had put information in parenthesis and italicized and noted she had researched the item and suggested this be done in the future should these things arise. This relates to item "F" later in the meeting. A few financial transactions were discussed. Kay Englestead inquired an invoice for pool chemicals, the pool is closed why are we paying for chemicals? Superintendent Hatch explained the invoice was just recently received for chemicals that had been used earlier. Brian Bremner inquired concerning receiving any secure rural schools funds. Lark explained the district has not yet received those funds yet. The hiring recommendations were discussed, and it was pointed out that a few of them have not yet successfully passed a background check.

After the discussion Brian Bremner proposed a motion to accept the consent agenda with the changes that were noted to the minutes, and with the understanding that if an employee listed above has a finding on the background check that it will be addressed in the next board meeting. This motion was seconded by Gregg Christensen as he wanted to make sure that the changes were made to the minutes. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

## **2. Public Comments**

Jill Chidester asked what the cost is to have USBA assist with conducting a superintendent search. Brief discussion-they charge for the printing and mailing.

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

Kay Englestead reported on his work regarding researching the policy manuals. Probably 95% of the content is the same. There is not specific language to Garfield in the USBA Manual.

Gladys LeFevre reported on her 5 Counties meeting. SUU is going to implement a fairly substantial tuition increase. Need to assign a board member assigned to attend the January 18, 2011 meeting. President Platt will attend until an assignment is made.

Brain Bremner commented on the following:

- A.** Early Retirement Report
- B.** Negotiations
- C.** District ATV's
- D.** Reports from community people on use of district books
- E.** He wanted a report on the PHS Boiler RFP

Gregg Christensen reported on Final UHSAA regions that were approved on November 18, 2010. He also noted statistics show students who participate in extra-curricular activities have better attendance, grades and aspirations to go on and attend college.

Ken commented on a meeting he attended regarding home schooled students.

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

- A.** Title I
- B.** Adult Education
- C.** Common Core and implementation, math implementation, schedule align with assessment, will require professional development
- D.** Other State Funding
- E.** Edu-Jobs update

#### **5. Discussion and Actions Items**

##### **A. Secure Rural Schools**

President Platt reminded board members a commissioner asked Superintendent Hatch to attend the secure rural schools meeting in Washington D.C. and offered for the county to pay for half of the expenses incurred. The county did not come through with the funding as presented. The board needs to decide if they will reimburse Superintendent Hatch for the other half of the expenses of the trip, which she expended with personal funds. Superintendent Hatch expressed her feelings that the trip was beneficial to the district and she would cover the expenses incurred. President Platt noted he felt the trip was in fact beneficial to the district and the district should cover the expenses. Kay Englestead proposed a motion to reimburse Superintendent Hatch for the funds expended to attend the secure rural schools meeting in Washington D.C. Gregg Christensen seconded the motion. A vote was called for. Gladys LeFevre said she really didn't care and is just present. Brian Bremner voted nay. Ken Platt, Kay Englestead and Gregg Christensen voted aye. The motion passed 3-1-1.

##### **B. Early Retirement Window**

Last month the board asked for a paper trail of what individuals participated in the early retirement program and what they were paid, for documentation so they could vote regarding the one time early retirement window that was offered. It was noted the board had approved it last spring in a meeting, it was refuted that in the 3-4-11 meeting minutes Superintendent was to prepare a document, research, and make suggestions, and in the April 2011 meeting minutes to come back with a policy-it didn't happen. Lark offered input. A decision was made to have this item on the agenda next month with a current list of participants and paid out amounts. No vote or motion was needed. This had been approved in the February meeting; the letter went out in March. More discussion and the

directive was given to pursue, a policy was not needed, and it was a one-time window. More discussion is a motion needed or not. Lark was asked to research and have at next meeting. No action was taken.

### **C. Home School Request**

Gladys LeFevre proposed a motion to accept the home school request that was presented. Brian Bremner seconded the motion. Kay Englestead noted he had read in the policy manual states a non-school/home schooled individual who wants to participate in extra-curricular activities has to pay all fees and show proficiency exams. After some discussion a vote was called for. Gladys LeFevre and Ken Platt voted aye. Brian Bremner and Gregg Christensen voted Nay. Kay Englestead abstained from voting. The vote resulted in a tie of 2-2-1.

The board then asked the Superintendent to look into the legal ramifications of not approving the home school requests which have occurred over the past few meetings and have on the agenda next month.

### **D. EHS Wrestling Schedule**

Gregg Christensen proposed a motion to accept the proposed 2010-2011 wrestling schedule for Escalante High School. The motion was seconded by Brian Bremner. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

### **E. PHS Security Cameras Bid**

Superintendent Hatch noted there had been incidents this year making it imperative to have security systems, SEDC is currently working with others district to install security systems, would assist Garfield, she gave some background information concerning the bid, and asked Principal Rember to report. Principal Rember reported they are commercial grade I.P. cameras, would have internet access, recorder would be housed at the district office, SEDC would do all the wiring/labor, cameras will cover inside and outside, have a five to six year life expectancy, and she gave an example - took an entire day interviewing students regarding a theft and if there had been cameras it would have been easy to check and know. Superintendent Hatch noted SEDC has done a great deal of research concerning the cameras. Budget and rotation of installation at schools was discussed. There have been incidents at the elementary level in addition to secondary schools. It was suggested to do it this year if possible, if not possible to budget for it next year. Brian Bremner proposed a motion to table this item and reconsider it next month. Gladys LeFevre seconded the motion. A vote was called for. Kay Englestead, Gladys LeFevre, Brian Bremner, and Ken Platt voted aye. Gregg Christensen abstained. The motion passed 4-1.

#### **F. Panguitch Middle School Para Position Hours**

There was plenty of discussion and background of situation was given: PMS had an employee quit who was at 29 hours per week, another employee who is currently on medical leave at 15 hours per week and it is unknown at this time if she will be able to return, a meeting with Lark and Tammy Houston and Mrs. Rember was held, some did apply after this individual was hired, the announcement had been opened with no response, Mrs. Houston has had to redo her schedule to accommodate needs, she highly recommends Ms. Parucha, her performance is exceptional. After the discussion Brian proposed a motion to accept the recommendation from PMS Special Education Teacher Tammy Houston to hire Camille Parucha at an approved 29 hours per week, and issue an apology to those who have applied for the position that there is no opening at present. This motion was seconded by Gregg Christensen. A vote was then called for. Brian Bremner, Gregg Christensen, Kay Englestead, and Ken Platt voted aye. Gladys LeFevre voted nay. The motion passed 4-0-1.

#### **G. Recreation Tax Disbursement**

Gladys LeFevre requested this item be placed on the agenda. She is concerned that Lark has no record of it being distributed in shares to each school. She has located documentation indicating each school received a portion during 2002-2005. She also expressed concern if it is used to pay coaches stipends, the pool and the Escalante Well, what happens to Bryce Valley? It was noted some of these funds are being used for preschool expenditures and coaches' stipends, and Adult Education is nearly self-supported with grants. Lark offered information relating to the budget line items, the property tax figures are probably over sated and the possibility of mid-year cuts exists, and asked what direction the board wanted to take. Jill Chidester noted the Escalante's portion was to be used for the well and they agreed, so where is it going now? Betty Ann Rember noted she was told the Panguitch portion was going to the pool. Debbie Pollock inquired if the well water could be sold. This was discussed with Escalante City and they do not have the finances. The district cannot sell water; the district is using all the water we have. Will get this sorted out for another year, the auditor reported items were not coded and journal entries were not made. This was a discussion item only. No Action was taken.

#### **H. Negotiations**

Ken updated everyone on the current status of negotiations. He went over each item of the agreement (see attachment). Debbie Pollock spoke asking to approve the agreement tonight, teachers have been teaching in good faith, morale is poor, these items have been mutually agreed upon through negotiations, not adversarial situation, are friends with mutual respect and same common goal – the kids, and the teachers want to cooperate. She noted teachers have given up a lot the past two years and sounds like there is more in the future.

Brian Bremner suggested and put in the form of a motion to go into executive session to discuss collective bargaining strategies. Gladys LeFevre seconded the motion. A vote was called for. Gladys LeFevre and Brian Bremner voted aye. Kay Englestead, Gregg Christensen and Ken Platt voted nay. The motion failed 3-2.

President Platt asked for another motion.

Gregg Christensen proposed a motion to accept the negotiation agreement as written with the change of the expiration date to June 30, 2011. Kay Englestead seconded the motion. A vote was called for. Gladys LeFevre and Brian Bremner voted nay. Kay Englestead, Gregg Christensen and Ken Platt voted aye. The vote passed 3-2.

President Platt now addressed the GSEA Negotiation Agreement. He noted with the exception of one word being changed from the agreement presented last month, "agrees to recommends" (see attachment) the agreement is nearly the same. Gladys indicated she had not had enough time to review the agreement. It was reiterated only one word had been changed. Brian Bremner proposed a motion to accept the GSEA Negotiation agreement. Kay Englestead seconded the motion. A vote was called for. Kay Englestead, Gregg Christensen, Brian Bremner and Ken Platt voted aye. Gladys LeFevre voted "present." The motion passed 4-0-1.

President Platt signed both agreements at this time.

Debbie Pollok requested the December board meeting be moved from Escalante to Bryce Valley so everyone could attend in a central location. Teachers would like to present a gift to Janice.

Brian Bremner proposed a motion to move into an executive session to discuss pending litigation and the character of an individual. Gregg Christensen seconded the motion. A vote was called for. All voted in the affirmative. The motion passed unanimously.

President Platt announced there will be a motion regarding a hire after the executive session.

The board moved to board business to set the time, date and location of the December board meeting taking into consideration Debbie Pollock's request.

## **6. Board Business**

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

The December board meeting is scheduled to be held at Escalante High School on Thursday, December 16, 2010. The location was changed to Bryce Valley High School

as part of a motion. A work meeting is tentatively scheduled to begin at 5:00 with the regular board meeting following at 6:00. If an executive session is needed it will be held after the regular meeting. If there is an executive session Debbie Pollock will be invited to attend.

Gregg Christensen proposed a motion to hold the board meeting at Bryce Valley High School Thursday, December 16, 2010 as noted above. This motion was seconded by Gladys LeFevre. A vote was called for. Ken Platt, Gladys LeFevre, Gregg Christensen, Brian Bremner, and Kay Englestead all voted aye. The motion passed unanimously.

#### **7. Public Comments**

There were no public comments. It is anticipated there will be a motion on a hire.

#### **8. Adjournment**

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.