

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

January 21, 2010  
Panguitch High School

Board members present: Board President Ken Platt, Vice President Ted Chidester, Gregg Christensen, and Brian Bremner.

Business Administrator Lark Reynolds was also present.

**BOARD MEETING**

**Welcome**

After an introduction for those present it was proposed the Board move into an executive session. Board President Ken Platt looked at the Executive Session Agenda and noted that the items consisted of a discussion of the following: character and professional competence of an individual, pending or reasonable litigation, and also an investigative procedure regarding criminal conduct. Brian moved that the Board convene in an executive session as was noted above. The motion was seconded by Gregg Christensen. A roll call vote was then called for. Ken Platt, Ted Chidester, Gregg Christensen, and Brian Bremner voted to move into an executive session. The executive session was held in an adjoining room at Panguitch High School.

Gladys LeFevre, who was not present at the beginning of the Board Meeting, arrived in time to attend the executive session. Acting Superintendent Janice Hatch also arrived for the beginning of the executive session.

Following the Executive Session Gladys LeFevre proposed a motion to come out of executive session. Gregg Christensen seconded the motion. President Platt called for a roll call vote. Gladys LeFevre, Ted Chidester, Gregg Christensen, Ken Platt, and Brian Bremner all voted aye.

**Call Meeting to Order**

Board President Ken Platt called the meeting to order.

**Pledge of Allegiance**

Brian Bremner led the pledge of allegiance.

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

There were no comments.

## **Agenda Changes**

1. Change in new Hires, taken care of with the consent agenda.

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

- A. Approve December 2009 Board Minutes.
- B. Approve December 2009 Financial Reports
- C. Approve January 2010 Hiring Recommendations
  - i. Candy Bagy – Panguitch area Food Service Substitute. She will be paid the hourly rate of \$10.49 when she is needed.

The Constitutional Bowl was not included in January's Agenda as Mrs. Janice Hatch was going to meet with her staff in February. Therefore, it will be added to February's Agenda rather than being discussed prior to this meeting. Brian Bremner proposed several changes to the minutes. Gregg Christensen proposed a motion to accept the consent agenda with the changes in the minutes. The motion was seconded by Gladys LeFevre. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted to accept the consent agenda.

### **2. Public Comments**

- A. Frank Houston – asked Brian Bremner about the results of his survey on his webpage. Brian said he would look into the matter.
- B. Julie Chidester – Asked the Board if there was a better way of correcting the minutes. After some board discussion, the board decided to use e-mail as an initial review of the minutes.

### **3. School Board Proposals**

Brian apologized to the citizens who believed that he participated in "illegal" board meetings. He then committed to do a better job. He also commented on how the negotiations committee had not met "in a long time." He talked about 5 items that have not been discussed since that time period. He asked GEA for input on these items.

Debbie Pollock, Ryan Houston, and Tammi Bennett acting on behalf of the union indicated to the board that they were ready to settle the negotiations. The teachers union indicated that they would prepare the appropriate documents needed to settle with the board and present these to the board at next month's meeting. Brian and Ken

discussed how they would like to see a collective bargaining item added to next month's executive agenda.

Ken Platt then reported on the training he received at the USBA convention in Salt Lake City. While there he and Gregg Christensen were able to attend an hour training on Open Meeting Law for the state of Utah. This is a required training for all board members. Ken then requested that the board members who were unable to attend should get that training on their own time. He suggested that they go online to <http://risk.utah.gov/legal/index.html> for an online training. He wanted those board members to report on their training next during next month's agenda. He also noted that Gregg Christensen was elected to the board trustees of the Utah High School Athletics Committee. Ken was also voted in as a delegate at large for the delegate assembly that meets in September.

#### **4. Program and Building Reports**

There were no questions on the Program Reports.

#### **5. Superintendent's Report**

- A. Janice commented on Bryce Valley's Homecoming this past month.
- B. Janice received a letter from the State School Board stating that the District will receive additional funds from an Adult Education Grant. Ted Chidester then commended Curtis for his efforts in the School District.
- C. Legislative Update regarding Tenure.
- D. Northwest Accreditation letter from USOE.
- E. Career and Technical Education Review.
- F. Teacher Supply Money was sent to the individual schools.
- G. Janice then passed along good news from each of the various School Administrators.

Debbie Pollock commented on how the Panguitch and Bryce Valley Schools donated 1,300 pounds to the Food Bank over the holidays.

#### **6. Discussion and Action Items**

##### **A. Race to the Top and Memorandum of Understanding**

Janice presented an update on the application she prepared to send to the State Office of Education in order to get funding from the Federal Government.

##### **B. Reduction in Force Policy**

Brian Bremner voiced his concern about listing seniority before qualifications. Debbie Pollock then voiced her support, GEA's support, and GSEA's support of the proposed policy. Ted Chidester then proposed a motion to accept the policy as was written. This motion was seconded by Gregg Christensen. Ken Platt, Ted Chidester, Gregg Christensen, and Gladys LeFevre voted for the motion. Brian Bremner voted nay. The motion passed 4-1.

### **C. Electronic Meeting Policy**

Janice discussed two changes made to the Electronic Meetings. The two changes were that the electronic board meeting notification would follow the same procedure as the regular board meeting, and that the electronic board meetings would be posted on the Garfield County School District website. Brian passed a motion to accept BEE2 as the prevailing policy with the noted changes that Janice proposed. As part of that motion he also rescinded BEE1 which will not be used by the District. The motion was seconded by Gladys LeFevre. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

### **D. Certified Salary Schedule**

Janice commented on what happened when she noticed a 4%, 8%, and 12% indexing for select lanes and steps on the salary schedule. Janice talked about how she had discussed this with GEA and was told that that's how the salary schedule was negotiated. John Gillett then addressed GEA's side of the negotiations. Brian Bremner noted that the board only approved a 4% index as part of negotiations. This difference in interpretation was discussed by the board and members of the audience. Brian Bremner asked that the board review the records and recordings of the minutes before proceeding, and Gladys agreed. Ted Chidester then proposed a motion to accept the salary schedule with the 4%, 8%, and 12% index that GEA said was negotiated. Gregg Christensen seconded the motion. A roll call vote was then called for. Ken Platt, Ted Chidester, and Gregg Christensen voted aye. Brian Bremner and Gladys LeFevre voted nay. The motion passed 3-2.

### **E. Director's Salary Schedule**

This Schedule was approved in January's Board Meeting. It was only added to the agenda so GEA could report to the board that they are ready to settle negotiations with the Board.

### **F. Para Benefits**

Janice then reported to the board on what's happening to Para hours. The deficit in Special Education was addressed.

### **G. Transportation Needs**

Janice talked about a short window this School District has to purchase a couple of buses at a good rate. The School District has an aging bus fleet and has one last opportunity to buy buses with engines built prior to 2010. Engines built after 2010 have emissions regulations that do not appeal to the Transportation Director or her staff. After a lengthy discussion about the terms and needs for a bus, Gregg Christensen proposed a motion that would allow the District Office to pursue leasing additional buses. However, he later amended this motion to restrict the amount of funds that could be expended in a given year to \$60,000 a year. Gladys LeFevre seconded the motion and suggested that the District seek a lease with favorable interest rates given our financial circumstances. The District hopes that it will be able to lease two buses over a five year period within the above restrictions. A vote was then called for. Ken Platt, Ted Chidester, Gladys LeFevre, and Gregg Christensen voted for the motion. Brian Bremner voted against the motion stating that "you cannot get out of debt by going into debt." The motion passes 4-1.

### **H. Student Accounts**

Gladys proposed a motion to put discussion of these accounts off until next month. As part of her motion she mentioned that Board Members should contact Lark with the questions. This motion was seconded by Gregg Christensen. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

### **I. Open Meeting Recording Request**

Janice reported on this issue, that the District is going to make School Board Meeting recordings available in an audio format that will be available within 3 business days after the date the board meeting was held. Janice presented the form that the District has proposed to track the orders of audio recordings. The form indicates that the District will charge \$10.00 fee for each the audio recordings. Brian Bremner proposed a motion to accept the Form that Janice presented and the rate of \$10 that was listed on Form. Gregg Christensen seconded the motion. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

### **J. Letter of Understanding/Notification of School Board Meetings to Community Leadership**

Ken explained that the Open Meeting Laws in Utah now require that the District notify certain local authorities of each scheduled board meeting. These authorities include City Mayors (or Mayor Designee), County Commissioner Chair, County Executive, or County Manager. Brian Bremner noted that County Commissioner

Chair, Mr. Dodds, asked that District Officials meet with him to discuss the Secure Rural Schools money. Gladys proposed a motion to accept the notification of local officials as discussed above. The motion was seconded by Gregg Christensen. A vote was then called for. Ken Platt, Ted Chidester, Gladys LeFevre, and Gregg Christensen voted for the motion. Brian Bremner voted present stating that he did not have a copy of the letter of understanding in front of him. The motion passes 4-0-1.

#### **K. State Audit Report**

Board President Ken Platt indicated that the District has received a draft form of the State Auditors Report. This was discussed in the executive session. The board is going to respond the fifteen findings listed in the report. The report should then be made public at next month's board meeting. He reported that the Board would discuss this in next month's Board Meeting. No action was taken on the item.

#### **L. Bank Reconciliations**

Janice reported that two people have volunteered to work for the District and help the District Office with Bank Reconciliations. Curtis Barney and Charlene Ancira had volunteered to help. Charlene Ancira has been working for the District in this regard for a while. Gladys LeFevre proposed a motion to accept Curtis Barney as the employee responsible for helping the District complete its bank reconciliation. This will be part of his job meaning he will not be paid by the hour for helping. Gladys also mention that if the assignment becomes too burdensome, that Curtis should report this to the board so that an additional assignment could be made. The motion was seconded by Ted Chidester. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

#### **M. Budget Report**

Janice gave a PowerPoint presentation on the budget. She presented where we are at, and what to expect to see in the future. The PowerPoint presentation can be found on the Districts Website.

#### **N. Financially Distressed School District/Request to State Board and USOE**

The District does not qualify as a financially distressed district as it had a positive General Fund balance on June 30, 2009. Therefore, the request to the State Board and USOE will not be pursued. Janice recommended that the board authorize her staff to investigate the options of borrowing money to pay back the program deficits she discussed in the PowerPoint presentation above. She would then report back to the board on the information she gathers. Brian Bremner so moved that the board authorize the Acting Superintendent to investigate the options of getting a loan as was

discussed. The motion was seconded by Gregg Christensen. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

Brian Bremner wanted the minutes to note that he indicated that the District cannot get out of debt by borrowing money.

#### **O. Risk Management/Superintendent's Contract**

Ken reported briefly that this was discussed in the executive session. He indicated that Risk Management agreed to review the Superintendents contract. Risk Management would then contact the Attorneys General office to discuss the validity of the contract. Brian Bremner then moved that the District forward the contracts of the Superintendent and Former Business Administrator, the draft audit report from the State Auditors, and the Management Letter from the Financial Auditors, and any other documents Connie Reed requests to Risk Management as was discussed. Ted Chidester seconded the motion. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously.

#### **P. Hiring of New Superintendent**

Ted Chidester proposed a motion to appoint Janice Hatch as Superintendent when the current Superintendent's contract expires. The motion was seconded by Gregg Christensen. Brian Bremner commented on how he respects Ted and Gregg greatly, but he would oppose that motion as he feels the job should be opened up in order to find the best candidate for the job. Gladys also commented on how she would like to see the job opened up as well, and she would like to see Janice apply for the position. Ken then discussed how he thinks it would be a waste of time to advertise for the job when he feels that Janice is doing a good job already. He then asked Janice if she would be willing to continue handling both jobs. Janice commented on how she could not complete both jobs realistically, but would do her best to complete her assignments. Ken discussed how Janice has the public support, but he was worried about her workload. Janice said she would never put the District in a bad situation. Ken asked Janice if she would be willing to take the job if the board offered her a \$92,000 contract. Janice did not answer the question. Brian called for an action of the motion. Gregg Christensen then commented on how the \$92,000 offer was not part of the motion rather it should be negotiated at a later date.

Joe Fischer commented on how Janice is the best Superintendent he has seen in 25+ years of the District.

Jill Chidester commented on how Janice has been up front about what the District is facing. She commented on how she trusts her.

A vote was then called for. Ken Platt, Ted Chidester, and Gregg Christensen voted for the motion. Brian Bremner and Gladys LeFevre voted against the motion. The motion passed 3-2.

## **7. Board Business**

- A. Set February 2010 school board meeting. February's school board meeting is going to be held at Bryce Valley High School on February 18, 2010. An executive session is tentatively scheduled to begin at 4:00 p.m. with the regular board meeting beginning at 6:00 p.m.

Gregg Christensen proposed a motion to meet on the above date. The motion was seconded by Ted Chidester. Ken Platt, Ted Chidester, Gladys LeFevre, and Gregg Christensen voted for the motion. Brian Bremner voted present to the motion. The motion passes 4-0-1.

## **8. Public Comments**

Brian Bremner asked the Board to consider discussing having an Administrator attend conferences with Board Members to develop some camaraderie between the parties.

Ryan Houston voiced his approval of the Boards actions in regards to appointing Janice Hatch as Superintendent when the current Superintendent's contract is up.

## **9. Adjournment**

Brian Bremner moved that the meeting be adjourned. This motion was seconded by Gregg Christensen. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner voted to accept the motion. The meeting was adjourned.

### **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.