

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

March 4, 2010  
Panguitch High School

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

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

**BOARD MEETING**

**Welcome**

After an introduction for those present, Board President Ken Platt indicated that he was open to a motion to move into an executive session. Brian Bremner made the motion to go into executive session and noted that the Board was going to move into an executive session for the following reasons: to discuss imminent pending litigation, and to discuss collective bargaining for salary negotiations. The motion was seconded by Gregg Christensen. A roll call vote was then called for. Ken Platt, Gladys LeFevre, Gregg Christensen, and Brian Bremner voted to move into an executive session. Ted Chidester was not present for the vote but was waiting for the session to move to the Library of the High School where the meeting was to be held. He told other Board Members present that he was voting yea for moving into executive session.

Following the Executive Session Gregg Christensen proposed a motion to come out of executive session. Gladys LeFevre 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.

**Agenda Changes**

1. There were no Agenda changes.

**1. Public Comments**

- A.** There were no public comments.

## **2. School Board Proposals**

Brian Bremner commented on the following.

- He was asked why dodge ball has been eliminated at the grade schools
- He was asked why skating on the ice was eliminated at the grade schools
- He recognized Ralph Perkins who was present, to be presented with the FFA Teacher of the Year Award.

Gladys LeFevre commented on how she was asked by the public why the region tournament for basketball was held in Cedar City rather than somewhere in the region. Brian reminded the board that this was discussed last June and it was decided, at that time to, direct the principals to vote to hold the region tournaments at one of the region schools. Debbie Pollock informed the board that Mrs. Rember volunteered our high school for another school to host it and receive the proceeds. She has offered that proposal to Bryce Valley and Escalante.

Gregg reported on his assignment to meet with Jerry Roundy regarding the Escalante well. They have had some discussion and will continue to meet.

## **3. Superintendent's Report**

- A. Janice recognized Ralph Perkins for his being selected to receive a Teacher of the Year Award.
- B. Delene Housekeeper, a former teacher at Panguitch Elementary for several years passed away this week from a heart attack and a stroke at the age of 62.
- C. Driver's Ed money is on a rotating basis. This year we got \$35,000. We plan to purchase two new vehicles and surplus two of our old cars.
- D. She recognized the students who are participating in various region and state tournaments and various happenings in each school.
- E. Our digital data source has gone bankrupt and so we are without a source. There are several other schools with the same problem. We will have to wait and see what happens.
- F. Since cutting out the breakfast program, it made it possible for us to change the bus routes to about 10 – 15 minutes later, which saves us a little bit of money.
- G. The Tier Three program has been a success. Garfield County students were the only ones who passed the exit exams in the state.
- H. We have new diplomas for adult Ed. When a student takes the GED they cannot go back and earn a regular diploma.

## **4. Discussion and Action Items**

### **A. Employment Status – George Park**

Ken commented on how the District's Attorney has been negotiating with George Park's attorney. The two Attorneys reached an agreement that was then presented and mailed to the

Board prior to this meeting. Gregg Christensen then proposed a motion to reject the settlement agreement and proceed with the termination of Mr. Park immediately and pursue getting back the money owed to the district. This motion was seconded by Ted Chidester.

Brian Bremner's commented that the applause from those in attendance, regarding firing an individual, was inappropriate. He asked that it be on the record that "I don't believe that everything is one or two people's fault. I think there is not a single adult in the district that doesn't have some level of responsibility of where we are today, either we failed to come and speak or we came and spoke in a manner that couldn't be understood or maybe we said things that weren't completely accurate. I think there is a culture in our district where we protect our friends and persecute our foes and that we are willing to say and do whatever is needed to get our way. I think that that has been extended and is pervasive throughout the district. I don't think this one action will solve those problems. I don't think it will really change the attitude of the district. I have had several people, in the district, come up to me and tell me they would like to see this board move forward in a direction where we put the kids first, to truly do that. Don't just say we're going to do it, but truly do it." I appreciate Gregg and I appreciate that motion. That doesn't solve the problem. There is still an underlying culture in the district of people finding joy and appreciation in another person's pain and suffering."

Ken Platt's Comments were that Brian said we need to be looking out for the students of the district. In my opinion, and I think we can substantiate it with numbers, that if this motion was to pass, though it sounds good, it would cost this district a whole lot more money than to accept the agreement and go forward. If it's going to cost the district money, that is money coming out of the education of students. It's money that we do not have. I think it would be irresponsible to pass this motion the way it is stated.

Gregg said that there is a time to stand up for and do what is right and not worry what it's going to cost.

Brian Bremner read the high points of the agreement with Superintendent Park at the request of Debbie Pollock.

Ken read a neutral statement which would be given if this agreement is accepted.

Ken called for a roll call vote on the motion. Brian, Gladys and Ken voted no and Gregg and Ted vote yes. The motion failed 3-2.

Gladys LeFevre Proposed a motion to accept the proposed agreement with Superintendent Park, as presented by our attorney, and authorize the board president to sign the agreement. Gregg stated that he does not believe that George Park's contract was a valid contract. Secondly George Park admitted in his rebuttal to the audit that he was not doing his job. There are at least three items in the settlement agreement that he does not agree to. One

being the neutral letter of recommendation, the gag order placed on district employees and continuing to pay him for another month.

Debbie Pollock thanked Gregg and Ted for their courage. She also stated that she would like to remind this board that subsequent boards have paid Gerald Judd \$100,000 to go, Phil Blais \$96,000 to go and this man \$120,000. She asked how much more it will take for school boards to take a stand against those people who are hurting our district. Why do you want to pay him for one more month, through April. This man who lied, intimidated, threatened, the list goes on and on, to the employees of this district.

She stated to Brian that she is very offended by your comments. It is not a culture in this district, other than people who have been hurt, and it is time that they are treated fairly and correctly. I don't like your comments and I am offended by them because you make all of us look like we are the evil ones and he is the victim and that is so not true.

There were other comments by unidentified people regarding the agreement and that it is not fair to unleash him on some other district. One individual stated that she disagreed totally with Brian regarding it couldn't be one or two people who have done this. You had about 90 people who took a survey and opened up to Gladys and Ken that we didn't want him as our leader and you did not listen to us. We were very honest and tried to be as professional as possible. But, you just didn't listen to us. When do we teach children that there is justice in the world and that when you do wrong you pay for it?

Ryan Houston stated that he was appalled at the attitude that the board just seems to want this to go away. He asked how this board was going to see themselves as part of the educational team? He asked Gladys, Brian and Ken their reasons for voting for the agreement.

Gladys stated that her perception is different than his. She is satisfied with the agreement for everybody concerned. She said she felt, as a board member, that Mr. Park did not fulfill what she expected from him and she wanted to get on with education and not drag it out.

Brian said he doesn't see it as a single source problem. The 2008 budget overrun is one. He said he had had numerous teachers come to him and express a feeling of fear and intimidation in the schools that if they express their honest opinion there will be retaliation, that there will be problems with their colleagues. We've got lots of problems in the district and to place it all on one and think it is great and done and over is a mistake. This is just the first step and that is why I am voting the way I'm going to.

Ken said that he thinks he has pretty well expressed why he's voting the way he is. He said "You don't like the fact that I would like to move on. But, I would like to move on.

Others expressed their disagreement with the signing of the agreement. Can we wait to sign this agreement and wait to see if legal action will be taken, or are we going to say have a nice life and don't bother us any more and thanks for being our friend and for anyone else

who would like a pat on the back and extra money, come on over to Garfield County School District and they've got it for you.

Janice reported that all the staff in the district office tried really hard to wave red flags. They were very ethical and had the courage to do what was right. The people in the district office are the ones who brought this to a head. The audit report showed that they had had some concerns.

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

Gladys LeFevre made the motion, to accept the resignation of Superintendent Park effective April 1, 2010. It was requested that the letter of resignation be read to those in attendance. The motion was seconded by Brian Bremner. A roll call vote was taken. Brian, Gladys and Ken voted yes. Gregg and Ted vote no. The motion passed 3-2.

We have accepted his settlement agreement and his resignation and the board president has been authorized to sign, on behalf of the board, both documents and the letter stating the dates of his service to the district.

## **B. Budget**

### **i. Retirement Window**

Janice proposed a recommendation of a short retirement window, to help with the budgetary issues the district is facing. It would allow any employee, in good standing, with at least fifteen years of service, up to \$10,000, if they desire to retire. This window would make it so that we did not have to RIF so many people.

The GEA and the GSEA were given permission to get the word out to their members. Janice said she would send e-mails to the employees.

Brian Bremner proposed a motion to direct Janice to pursue the concept of the retirement window, which she presented to the board. Then Janice could report back to the board in a couple of weeks as to possible scenarios. Gregg Christensen seconded the motion. The motion passed 4-0-1.

### **ii. Recreation Fund Levy**

Janice would like to change the recreation levy. There is no cap on the levy. She will calculate all the coaching stipends, all the transportation for athletics, all the costs of state and region as well as the current recreation funds going to each community. That will not increase taxes. It will reallocate taxes from capital projects to the recreation fund.

### **iii. Capital Projects Fund Levy**

Janice would like to do the same thing with the capital fund levy, reduce the amount going into the capital fund levy, increase the amount going into the general fund levy. This will give us more money we can use from M&O. There are also other options which we can pursue.

### **iv. Budget Strategies**

We are working on the items which we have discussed and will be looking at legislation. It was suggested that maybe the board could meet with the administrators, Janice and Lark in at budget session. This will be put off until next month.

### **C. EHS UHSAA OVER 150 MILES CONTEST AT BYU**

Escalante High School would like the board to consider their attending the BYU Track Meet which is over the 150 mile guideline.

Gladys made the motion to approve EHS going to the BYU Track Meet, seconded by Gregg Christensen. Voting in favor was Brian Bremner, Gregg Christensen, Gladys LeFevre and Ken Platt. Ted Chidester was out of the room. The motion passed 4-0-1

### **D. NEGOTIATIONS**

There was a question on the language on #3. It will be changed to the district will adopt a new director's salary schedule.

Gladys made the motion to accept the negotiations agreement with the change on the wording of #3. Seconded by Brian. The motion passed with all in favor. 4-0-1

### **E. STUDENT ACCOUNTS**

We don't have any additional information on this subject. Janice suggested that we could work on this at the next administration meeting. If the board members would like to address this subject at that time, when the administrators would be present, you could do that. The next admin meeting will be held on April 13, 2010 at 9:00 am at the district office.

### **F. BUS LEASE FOR TWO BUSES**

The new buses have arrived. They are 2011 Bluebird, six cylinder buses that are 84 passenger capacity with underneath cargo bay area. We will pay for them over the next five years on a lease and when they are paid for they will be ours.

Gladys made the motion that the board approve for the board president to sign the bus leases. Gregg seconded the motion. The motion passed with all in favor. 4-0-1.

#### **G. PHS 2010 TRACK SCHEDULE**

Brian Bremner made the motion to approve the PHS 2010 track schedule as presented and include the statement that inasmuch as the Richfield relays are a fun event that if anyone decides not to participate there will be no retribution of any kind. It was seconded by Gregg Christensen. The motion passed with all in favor. 4-0-1.

#### **H. BOARD BUSINESS**

The board business was discussed during other agenda items.

#### **5. Public Comments**

Jill Chidester said that she was very offended at what Brian said regarding the superintendent situation. How dare you say that as an adult, in this district, I am to blame? How many board meetings did you attend before you decided to run as a board member? I have been to almost every board meeting in the last 15 years, and for you to say that nobody spoke up? We tried. Those women right there at the front and those gentlemen right there would say "something is not right in this", "there's something wrong with this budget" or "the numbers aren't right". They were slammed down and were told they didn't know what they were talking about. And you say that it's our fault? I'm sorry but, we did try. There were many things we tried. So, I'm greatly offended by what you said. You have also said that people talk to you and they are afraid of retribution if they speak up.

Also, Lark made the statement that there are some schools that are not doing what they should. If it is some schools, go after them, tell them to do it right. Don't harass those who are doing what they should.

#### **6. Adjournment**

Brian Bremner moved that the meeting be adjourned. The motion was seconded by Gladys LeFevre. 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.