

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

May 19, 2011  
Panguitch High School

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

Interim Superintendent Maloy Dodds, newly appointed Superintendent Ben Dalton, and Business Administrator Lark Reynolds were all present.

**BOARD MEETING**

**Call Meeting to Order**

Board President Ken Platt called the meeting to order. No one was in attendance at 3:00 start time. President Platt noted that there were certain items that needed to be discussed in a closed meeting, which consisted of the professional competence of an individual, collective bargaining, and imminent or pending litigation. Cheryl Cox proposed that motion, and it was seconded by Gregg Christensen. A roll call vote was called for. Ken Platt, Gregg Christensen, Brian Bremner, Cheryl Cox, and Kay Englestead all voted aye. The motion passed 5-0.

Following the closed meeting, Cheryl Cox proposed a motion to come out of executive meeting into an open meeting. This motion was seconded by Gregg Christensen. A roll call vote was called for. Ken Platt, Gregg Christensen, Brian Bremner, Cheryl Cox, and Kay Englestead all voted aye. The motion passed 5-0.

Ken Platt then called the meeting to order. He recognized people who were in attendance. There were several staff members from Bryce Valley Elementary, Bryce Valley High, Escalante High, Panguitch High, Panguitch Middle and Panguitch Elementary schools in addition to general public.

**Welcome**

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

**Pledge of Allegiance**

Kay Englestead led the pledge of allegiance.

**“What’s Right with Our Schools?”**

This item was opened to the general public. Cheryl Cox and Gregg Christensen attended the science fair at Escalante Elementary; it was very informative and the students did an excellent job. Brian Bremner and Tammi Bennett commented on the many hall of fame displays that were in the hallways of Panguitch High School. Tammi Bennett noted FCCLA students were going to present, however they are involved in state track.

President Ken Platt introduced the new superintendent, Ben Dalton.

### **Agenda Changes**

These agenda changes were added to the discussion and action items below.

- 5-I EHS GBB 2011-2012 Schedule
- 5-J Parowan City Request Buses for Half Marathon
- 5-K Tenure BVE Teacher Trista Rich
- 5-L Superintendent Dalton's Contract

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

**A. Approve Board Meeting Minutes.**

**B. Approve April 2011 Financial Reports**

**C. Approve May 2011 Hiring Recommendations**

- i. Cynthia Horwitz – Tropic area substitute. She will be paid \$65 a day from the general classroom, instructional funds.

**D. Resignation**

- i. Chris Christensen resigned as a half-time administrator and half-time counselor for Escalante High School.

Gregg Christensen proposed a motion to accept the consent agenda with the change that was provided to the April 21<sup>st</sup> meeting minutes (two lines had been repeated and were deleted.) The September 2010, April 26, and April 27 minutes were also included. This motion was seconded by Brian Bremner. Ken Platt, Gregg Christensen, Brian Bremner, Cheryl Cox, and Kay Englestead all voted aye. The motion passed 5-0.

#### **2. Public Comments**

Julie Chidester commented on the budget and offered two suggestions to save money; close the swimming pool and sell the well in Escalante. Tammi Bennett noted many suggestions have been presented for budget cuts and GEA has a few more to propose. Eric Jessen spoke regarding the manner in which staff received notification; it was less than desirable, individuals were treated poorly, individuals were told without receiving feedback of doing a poor job, there was no foresight or leadership to follow, and a plan is needed. Superintendent Dalton commented he does have intent to have a plan in place with permission of the board. He has a vision and wants input from those who are in the trenches. He values what everyone has to say. He would like to

work on a three year plan to turn things around to a positive direction. Roy Suggett also commented noting he and everyone else are tired of being treated poorly, teaching is secondary only to parenting, need to take a look at employees and ask them before taking action and making decisions, the entire BVHS staff is present here tonight and have concerns with the counselor being moved, and feels it is demeaning when staff is not consulted. He expressed feelings of sadness that he no longer recommends to kids to become a teacher. Michelle Keefe and Sammie Ott both spoke up in regards to the situation at Bryce Valley Elementary, moving Layne LeFevre to Escalante to teach. They expressed feelings of deep concern and how this will affect the students. Sammie Ott read a letter of support for Mr. LeFevre. Ryan Houston also commented on the budget cuts. He noted that most people are tired of hearing about the pool and the well, the pool is beyond its life expectancy, he expressed feelings that the board rebuttals rather than listens, AP classes are being offered, teachers have done what they could with what they have to work with, and salaries in our district need to be compared across the state. Jeanne Whalen inquired if there is a planned 6% cut anywhere else besides teacher salaries, and who did not take a cut? Maloy offered an explanation that the 6% cut is across the board, supplies have been cut 25%, subs, teachers and all staff will experience the 6% cut. Two people have contracts and are not on a salary schedule, the superintendent and Mr. Reynolds. Mr. Reynolds' contract was negotiated several months ago and he is not tied to a salary schedule. Gayle Moore wanted to know if cuts were planned for this side of the county also, she had heard that Betty Ann Rember will take over PMS. Superintendent Dalton responded there are many rumors please call him, he would like to talk to all teachers and administrators regarding their concerns and then present to the board, he wants to talk to the counselors before any announcement or recommendation is made, and there are pending negotiations with administrators. He also noted there is a critical need at EHS that needs to be taken care of.

Cheryl Cox proposed a motion to have superintendent go forward to pursue the option at Bryce Valley Elementary and Bryce Valley High School and to look at the financial figures. Kay Englestead seconded the motion. Brian Bremner questioned the motion, are they going to re-evaluate or consider board action, what are they going to do? Cheryl Cox explained her intent is to pursue information, get a proposal and come back to the board. A vote was called for, Ken Platt, Kay Englestead and Cheryl Cox voted aye. Brian Bremner voted nay, it is not in the best interest of the kids. Motion passed 4-1.

Tammy Jessen inquired if the proposal is to cut all paras to 19 hours or less per week. She noted some will be forced to quit, some are the breadwinners for the family, don't have people to choose from, and asked how will the services be fulfilled? Superintendent Dalton responded most paras do not stay 30 years, no one is targeting paras, they are very valuable, and the amount paid in to Utah Retirement for paras is approximately \$30,000.00-a significant amount. He assured everyone the situation will be evaluated.

Following another lengthy discussion, Brian Bremner proposed a motion to authorize Jeff Brinkerhoff to interview candidates for the Bryce Valley High School English teacher opening and bring his suggestion back to the school board to make a final decision. As part of his motion Brian said that as part of the interview process they make the candidates understand the district will only hire the position at a maximum of the proposed certified salary schedule, lane one step two. Gregg Christensen seconded the motion to move forward with the interview process and offer not to exceed lane 1 step 2. Cheryl Cox asked if they would accept up to ten years into the district. Maloy Dodds and Annie Eldredge explained that it is negotiated and the district does not have to accept all years. A vote was called for. All board members voted in the affirmative. The motion passed 5-0.

President Platt thanked everyone for their comments.

Brian Bremner suggested taking a five minute break; the meeting had already been in session for two and one half hours. President Platt announced a five minute recess.

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

Ken commented on the Southwest Technology Center awarding seven scholarships.

There were no other board member reports.

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

- A. PHS Renovation, bid out and should be received by May 24
- B. Have the SEDC signed Interlocal Agreement
- C. Met with GEA and GSEA and went over budget
- D. Have a summer contract for Ralph Perkins. It has been to both attorneys
- E. BVHS request to replace para Lyllian LeFevre, who resigned, must go to the board next month.
- F. Discussed district fleet. Maloy and Annie are finding what the needs are, plan to sell several vehicles, may be able to take of the cut %
- G. Discussion to use ARRA funds to purchase a bus

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

#### **A. PMS Trust Lands Budget**

Julie Chidester addressed her current budget at PMS. No action was taken on this item as it was instructional only.

#### **B. Budget Discussions**

The board discussed several suggestions concerning the budget. After a lengthy discussion Cheryl Cox proposed a motion to direct the Superintendent(s) to move forward with the scenarios that were discussed in the meeting, talk to those affected with concrete numbers, and then report back to the school board. The scenario that was discussed was to have Jeff Brinkerhoff teach shop half-time and be the half-time principal at Bryce Valley High School. The other proposal that was discussed was to do a similar thing with Layne LeFevre having him be the half-time principal at Bryce Valley Elementary and half-time shop teacher at Escalante High school. This motion was seconded by Kay Englestead. A vote was called for. Ken Platt, Gregg Christensen, Cheryl Cox, and Kay Englestead all voted aye. Brian Bremner voted nay. The motion passed 4-1.

### **C. Trust Lands Reports**

Interim Superintendent Dodds discussed briefly what was in each School Trust Lands 2011-2012 school plan. Following some discussion Brian Bremner proposed a motion to accept the reports that were presented. This motion was seconded by Gregg Christensen. A vote was called for. Ken Platt, Cheryl Cox, and Kay Englestead all voted aye. Brian Bremner and Gregg Christensen voted nay. The motion passed 3-2.

Following this discussion it was pointed out that certain things needed to be changed in the reports as they did not meet the definition of valid expenses. Superintendent Dalton noted trust lands funds cannot be used for student incentives unless it is tied to academics. He will work with the principals to make corrections.

### **D. Classified Employees Vacation Leave - Carryover**

This item was discussed for a time. Two things were particularly discussed. First it was discussed that a new policy may be needed. Secondly, it was noted that no direction has been given to the district as what should be done this year with the vacation day payout that was given to employees in prior years. No action was ultimately made on this item and it was tabled until the next board meeting which may be a special board meeting held prior to the next board meeting.

### **E. Early Retirement**

Mr. Englestead and Mr. Bremner presented there are two different beginning and ending dates, recommended 2014 or 2016, the five year plan was removed, changed 15 consecutive years to 20 consecutive years, and wanted to know if everyone agreed with the 20 years.

Superintendent Dalton noted any employees who plan to retire with the 15 year plan need to be notified of any changes. Tammi Bennett noted there was a modified version of the

policy at the April 21, 2011 board meeting. KayeLynn Neilson reminded everyone it has been a negotiated item, the board needs to meet with GEA and GSEA before it is finalized, and some employees have retired with great deals. That is why so much is encumbered.

There was no action taken at this time. This item was tabled.

#### **F. BVHS BB, VB, BBB, GBB Schedules**

At this point in the meeting the EHS GBB schedule was added here. Gregg Christensen commented that every time a Tuesday night activity arises it is brought to the board and is approved, the policy needs to be changed. There was a brief discussion of Tuesday night school activities conflicting with religious events, there needs to be a separation of church and school, it is not religiously based- kids need to do something other than sports in life, and the coaches are appreciated. Superintendent Dalton asked the board to give him permission to talk to the principals and coaches. He wants to look at the schedules, practice games cost, would like to keep play to a closer vicinity and save money on transportation, and has a program he would like to work with Annie to implement.

Gregg Christensen proposed a motion to accept all the submitted schedules, not to eliminate all games on Tuesday, but strongly discourage. Kay Englestead seconded the motion. A vote was called for. All board members voted in the affirmative. The motion passed 5-0.

#### **G. Bid/Contract for Boilers**

The bid and necessary information had not yet arrived. The bid is anticipated to arrive next week. There was not action taken. This item was tabled.

#### **H. Board Meeting Yearly Schedule**

Brian Bremner made a motion to accept the annual board meeting schedule. Cheryl Cox seconded the motion. All board members voted aye. The motion passed 5-0.

#### **I. EHS GBB 2011-2012 Schedule**

This item was discussed, added to the earlier high school sports schedules item, and approved at that time.

#### **J. Parowan City Request Buses for Half Marathon**

Parowan City has inquired if the district will rent buses to use for a half-marathon to transport participants from the Iron County Fair Building in Cedar City to Yankee Meadows. Annie Eldredge advised Parowan City this requires board approval, Garfield

School District bus drivers would be required to drive the buses and an indemnity agreement would need to be drawn up and presented to the board for approval. It was suggested this could be a source of income.

Superintendent Dalton recommended doing it and charging \$3.00 per mile. Gregg Christensen proposed a motion to allow Parowan City to use the buses and have Superintendent Dalton set the rate. Cheryl Cox seconded the motion. President Platt called for a roll call vote. Kay Englestead, Gregg Christensen, Cheryl Cox, and Ken Platt voted aye. Brian Bremner voted nay. The motion passed 4-1.

Annie Eldredge will notify Parowan City the board has given permission to use the buses and will advise when a rate has been set.

#### **K. Tenure BVE Teacher Trista Rich**

Interim Superintendent Maloy Dodds recommended granting tenure to Bryce Valley Elementary Teacher Trista Rich. There was a brief discussion. Brian Bremner mentioned the law had been changed to five years. After more discussion the board directed Superintendent Dalton to research the law and report back. Kay Englestead proposed a motion to grant tenure to Trista Rich. Cheryl Cox seconded the motion. President Platt called for a vote. All board members voted aye. The motion passed 5-0.

#### **L. Superintendent Dalton's Contract**

There was discussion regarding up to 20 vacation days that could be accrued and carried forward or paid out, but not both. There was also a discussion regarding dental insurance and benefits. The dental insurance may be part of the cut. It was decided to strike the entire sentence regarding benefits. Superintendent Dalton stated he did not expect or want anything other employees would not receive, if dental is not provided he will not have dental insurance. He noted there was concern with the financial obligation the district would face if all days were to be paid out at some point. He suggested and was willing to go with fewer vacation days. The contract now reads, "The Superintendent will accrue vacation leave at the rate of twenty (20) days per year, and may carry over a maximum of fifteen (15) vacation days from any fiscal year. The maximum number of vacation days the Superintendent may accrue is thirty five (35) days. At the time the Superintendent terminates employment with the School District, accrued vacation days will be paid to him at his daily rate of pay at the time of separation." President Platt noted it is normal operating procedure in business to accrue vacation days up to a point and when an employee resigns or retires to have a payout option.

Brian Bremner proposed a motion to accept the contract as amended. Gregg Christensen seconded the motion. A vote was called for. All board members voted aye. The motion passed 5-0. President Platt signed the signature page and initialed each page of the superintendent's contract at this time.

President Platt drew attention to the addendum to the contract which states Leland Ben Dalton will begin June 1, 2011 prior to the date of July 1, 2011 stated in the attached contract. He will be paid 1/12 of his indicated salary in #3 of the contract which is \$6,666.67 to be paid on the regularly scheduled payroll date of Friday, June 24, 2011.

The addendum will be approved separately. Cheryl Cox proposed a motion to accept the addendum. Gregg Christensen seconded the motion. All board members voted aye. The motion passed 5-0.

## **6. Board Business**

### **A. Set June 2011 School Board Meeting time, date, and location.**

The meeting will be held at Escalante High School on Thursday, June 16, 2011 as listed on the meeting schedule. Start time for the regular session is 5:00 p.m. If an executive session is needed a time will be set. A vote was called for. All board members voted aye. The motion passed 5-0.

## **7. Public Comments**

Jill Chidester and Ryan Houston commented on the proposed salary schedules.

## **8. Adjournment**

Gregg Christensen then proposed a motion to adjourn the regular meeting and reconvene into an executive session for collective bargaining strategies as some items needed clarification. The motion was seconded by Brian Bremner. Ken Platt, Cheryl Cox 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.