

MINUTES
REGULAR MEETING OF THE BOARD OF EDUCATION

June 15, 2010

Bryce Valley High School

Board members present: Board President Ken Platt, Gladys LeFevre, Gregg Christensen, and Brian Bremner. Vice President Ted Chidester was available via phone conferencing.

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

BOARD MEETING

Welcome

After an introduction for those present by Board President Ken Platt, he indicated he was open to motions to move into an executive session. Gregg Christensen proposed a motion to move into executive session for the following reasons: collective bargaining and contracts. There was discussion concerning no collective bargaining for this meeting, Superintendent Hatch noted she would like to talk about some possible litigation and two grievances. Board members discussed questions for the new board member candidates and the procedure for interviewing the candidates. Discussing contracts in open and executive session was also discussed. The motion went before the Board for contracts and pending litigation. The motion was seconded by Ted Chidester. Brian commented on how he was willing to move into an executive session but he was not willing to discuss Contract Negotiations which fall under the character and professional competence of an individual. The Board discussed what they had learned in a training by Burbidge and White Law Firm concerning contract negotiations. Mr. Bremner had not attended that specific training. Mr. Bremner had some video training instead per President Platt's direction. A roll call vote was then called for after some discussion of the matters listed above. President Platt reminded the board members they were instructed to send any personnel contract to the attorney for review before issuing. Ken Platt, Ted Chidester, Gladys LeFevre, and Gregg Christensen voted to approve the motion. Brian Bremner voted against the motion. The motion passed 4-1.

Following the Executive Session Brian Bremner made 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, and Ken Platt voted aye. Brian Bremner abstained from voting as he chose to leave the executive session when he felt the proceedings did not comply with the open meeting law. The Motion passed 4-0-1.

President Platt announced the board member vacancy would be filled at a later date. Discussion to set the date, time and location ensued. The decision was made to meet July 1, 2010, 6:00 p.m. at the Panguitch High School auditorium.

President Platt noted the Board had not accepted board member Ted Chidester's resignation. President Platt had received a resignation letter from Mr. Chidester. Mr. Chidester rescinded the letter and was going to submit a new letter in order to participate in the selection of the new board member. President Platt did have the original letter at the meeting. President Platt asked Mr. Chidester to submit the new letter of resignation. He indicated it would be accepted at the July 1, 2010 meeting. The budget hearing is scheduled for 6:00 p.m. Board members decided to use the time to ask Business Administrator Lark Reynolds questions concerning the budget to prepare for the budget hearing since they were not going to interview for the board member vacancy at this time. A question and answer session took place. President Platt noted there had been no questions from the public.

Call Meeting to Order

President Ken Platt called the meeting to order.

Budget Hearing

Board President Ken Platt called the meeting to order. President Ken Platt had Business Administrator Lark Reynolds give the budget presentation at this time. Mr. Reynolds had the budget set up as a Power Point presentation using a projector, making it possible for everyone in attendance to easily view the actual budget. Mr. Reynolds fielded questions from board members as well as individuals from the general body. Mr. Reynolds noted he had coded some items differently. There was a decision made to hold an additional budget hearing to review last year's budget. There is a general fund deficit. There is a shortfall for the coming year. There is a need to transfer funds from budget code to another. A very lengthy discussion ensued regarding quality instruction, steps, lanes, and endorsements.

Gregg Christensen made a motion to accept this tentative budget as presented with the opportunity to come back in to discuss some of these issues. Ted Chidester seconded the motion. President Platt called for a roll call vote. Gregg Christensen, Ted Chidester, and Ken Platt vote aye. Brian Bremner and Gladys LeFevre voted nay. The motion passes 3-2. The budget hearing will be for the 2009 fiscal year and the 2010 fiscal year budgets. The budgets will be reopened for review. The budget hearing will be held in July. This budget hearing will be part of the regular July board meeting.

President Platt made an announcement that the board vacancy had not been filled. A special board meeting will be held to replace the board member July 1, 6:00 pm at Panguitch High School Auditorium.

President Platt closed the budget hearing and went directly into the regular board meeting.

Pledge of Allegiance

Board President Ken Platt led the pledge of allegiance.

Open Forum to Discuss Improving Education of Students

There were no comments made.

Board Recognition of Retirees

The Board recognized the following individuals for their years of service to the students, teachers, and communities they served. Superintendent Janice Hatch shared highlights of each individuals' service and thanked them.

- Earl Slack – BVHS Principal
- Vicki Ahlstrom – District Sp. Ed. Director
- Gay Shakespeare – BVE Paraprofessional
- Joe Fischer – PMS/PHS Custodian
- Karleta Riggs – PMS Food Service Manager
- Ted Chidester (is resigning next month as a board member due to health issues)

Agenda Changes

There was one agenda change. Panguitch High School Girls Basketball Program requested that an endowment game be added to their schedule with South Sevier on December 30, 2010 at Panguitch High School. Brian Bremner then proposed a motion to accept this proposal. The motion was seconded by Gladys LeFevre. A vote was called for. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and Brian Bremner all voted aye. The motion passed unanimously. The Board decided to have changes in employment status placed on the agenda for the July board meeting.

1. Consent Agenda Items

A. Approve March 4, March 18, and April 15, 2010 Meeting Minutes.

March 4, 2010 minutes corrections: page 3- Superintendent Report, add the last name "Perkins" to Ralph, pg. 4 2010 Golf, second line add the last name of "Brinkerhoff" to Jeff, page 5 3d paragraph, 4th line, 4th word from the right correct the spelling to "which." Annie Eldredge checked the March 4, meeting minutes. It is not the March 4, but the March 18, 2010 meeting minutes where the changes need to be made. The corrections are complete.

B. Approve May 2010 Financials Reports.

President Platt asked for a reminder why one sterling scholar was paid more than the others? The one was a runner up.

C. Accept Resignations

- i.** Bret Taylor – District Maintenance Director
- ii.** LaMont Olsen – Panguitch Sub/Activity Bus Driver

D. Approve New Personnel

- i.** Alan Johnson – PES, PMS, PHS, & District Office Summer Lawn Care Technician. He will be paid out of General Fund, under the 2600 Maintenance and Operations Function. He will be paid \$9.27 an hour, and will not work over an average of 19 hours per work.
- ii.** Ryan Chidester – Escalante High School Summer Lawn Care Technician. He will be paid out of General Fund, under the 2600 Maintenance and Operations Function. He will be paid \$9.27 an hour, and will not work over an average of 19 hours per work.

There was discussion concerning the assignments the summer lawn care employees would have under the direction of the head custodian of each building.

Brian Bremner proposed a motion to accept the consent agenda with the changes to the minutes that he proposed. As part of the motion he directed the Business Administrator and Maintenance Director to decide on a maximum hours a week that were to be allotted to each position. Gladys LeFevre seconded the motion. President Platt called for roll call vote all. All board members voted aye. The vote was unanimous.

2. Public Comments

- A.** There were no public comments.

3. School Board Proposals - Comments

Gregg Christensen reported concerning the Escalante Heritage Center water hookup. There's no contract yet. When a contract is received it will be sent to the attorneys to review.

Gladys LeFevre reported regarding Rural Schools Consortium. She will check verify if a fee is required and report back to the board.

Brian Bremner reported Janice, Gladys, and he in addition to several members of the public attended a citizens meeting in Panguitch. Several citizens approached board members wanting to be involved and asked if executive sessions could be limited

President Platt reported regarding the legislative steak fry. President Platt, Gladys LeFevre and Lark Reynolds attended the event. Almost every one of the legislators was present and everyone had an opportunity to ask questions and build a rapport with them.

Ted Chidester took a moment to explain he would have preferred not to resign but under the difficult circumstances had no choice. He thanked the board members Superintendent Hatch and Lark Reynolds the opportunity to serve with them.

President Platt thanked Ted.

4. Superintendent's Report

- A.** The Superintendent commented on how she was impressed with the Graduations ceremonies at each school and thanked everyone for their efforts in the preparations.
- B.** Update on the grants concerning the buildings and should have information in the next couple weeks.
- C.** Title II-A Audit. The District passed the audit. Was able to bring in \$56,000.00 into the District.

5. Discussion and Action Items

A. Garfield School District Computer and Network Acceptable Use Policy

President Platt explained that this is a policy that goes out to all of the parents on the first day of school. The parents and the students both after sign agreeing to the terms of the contract freely use the school computers and network system is safe if they violate the contract they will be unable to use the computers.

Gladys LeFevre made a motion to accept the Garfield School District Computer and Network Acceptable Use Policy. The motion was seconded by Brian Bremner. President Platt called for a roll call vote. Ken Platt, Ted Chidester, Gregg Christensen, Gladys LeFevre, and Brian Bremner all voted aye. The vote passed unanimously.

B. Business Administrator Lark Reynolds Contract

President Platt noted there is a draft contract in the packet. Mr. Bremner pointed out the contract amount needed to be renegotiated. President Platt noted Lark Reynolds had been working without a contract and one needed to be issued. Brian Bremner advised everyone he already had one. President Platt noted he had not yet signed a contract for Business Administrator Lark Reynolds and one should be signed.

Mr. Bremner made a motion to accept the draft business administrator two year employment contract with the compensation of \$60,000 instead of \$72,000 the first year and \$76,000 the second year. Gladys LeFevre seconded the motion with discussion to follow.

President Platt indicated he would like to go with \$72,000.00 for both years. Gregg Christensen noted he had checked other business administrator contracts in similar districts and checked the contract of the District's previous business administrator. He also noted he felt like even at \$72,000 the District is getting a real bargain at this contract amount compared to other districts.

Cheryl LeFevre suggested putting everyone on a salary schedule, because it puts everyone on equal ground.

Jeanne Russo Whalen inquired as to where the \$18,000 figure had come from? She noted she would not give herself an increase in these times.

Lark Reynolds answered her inquiry concerning the \$18,000 figure from another position he had applied for.

An unidentified female citizen in the general body commented that the District had to stop spending money they didn't have.

An unidentified male citizen in the general body commented that he had received a contract approximately two weeks after he had been RIFed, and asked why hadn't he started the year with a contract and why was it so difficult to get a contract?

Another unidentified female citizen, whom I believe to be Debbie Pollock, commented on checks and balances for contracts.

President Platt explained the teachers' union negotiates for the contracts.

President Platt noted it had been determined that no contract would be approved by the board until such contract had been viewed by the district's attorney for legality. Gregg Christensen noted this contract was boilerplate and the only difference is the dollar amount. President Platt asked for a roll call vote. Brian Bremner, Gladys LeFevre and Ken Platt voted aye. Ted Chidester and Gregg Christensen voted nay. Motion passed 3-2.

C. Superintendent Janice B. Hatch Contract

President Platt noted Janice Hatch has been working as the superintendent without a contract, except for the teacher contract she had as the professional development director

with a stipend. The previous position has been reduced (the word “reduced” was used, however the position has actually been eliminated). It was noted Janice Hatch is doing two different jobs and is being paid for one. President Platt noted there was not a draft contract in the packet and noted they could talk about compensation.

Janice commented she did not put a contract with a dollar figure in the packet. She wanted to Board to figure out what she is worth

Brian Bremner stated, “Given our current budget situation I don’t see how we can pay more than \$80,000.00 per year regardless of the great quality of work.”

President Platt stated, “We’re paying her more than that now and I don’t think we should cut her back. She is doing two jobs and we are only paying her for one of them.”

Mr. Bremner noted he felt a new superintendent should only be paid \$70,000.00.

President Platt responded, “She isn’t a new one.”

Debbie Pollock commented some costs could be justified and this is one of them. She also noted she is doing two jobs and the fact of what she has cleaned up.

Janice advised the Board if they do hire a new superintendent they need to look really closely at what can be delegated to someone else, other superintendents do not do federal titles, they don’t do what she does.

Jeanne Russo Whalen spoke up in favor of paying a decent salary and commented, “Let her get this place back together.”

Gregg Christensen made a motion to draft a contract for Superintendent Hatch at \$100,000.00 a year annual salary and forward it to legal for review. Ted Chidester seconded the motion. President Platt called for a roll call vote. Ted Chidester, Gregg Christensen and Ken Platt voted aye. Brian Bremner and Gladys LeFevre voted nay. The motion passed 3-2.

President Platt suggested rather than the Board drafting a contract they should send it to legal and have them draft one. Gregg Christensen noted they already had a copy they could use and make changes. President Platt agreed.

D. Post Retirement Employee Policy

President Platt read the information in the packet concerning the post retirement employee policy. Brian Bremner made the motion to adopt the post retirement policy as drafted which reads, “If an employee has retired under the Utah State Retirement Act and desires to be rehired, they must meet the provisions of Title 49 of the Utah Code. If the

employee qualifies under Section 49-11-504(8), the District will pay up to 1.5% of the employee's wages into a qualified defined contribution plan." See attachment. Gregg Christensen seconded the motion. President Platt asked for a roll call vote. All board members voted affirmative. The motion passed unanimously.

6. Board Business

A. Set the July 2010 school board meeting.

President Platt asked for a yearly schedule of dates and locations for board meetings. This item will be on the agenda for next month. Brian Bremner made a motion to set the meeting for July 15, 2010 at Escalante High School, 5:00 p.m. for executive session and regular meeting to begin at 6:00 p.m. Gladys LeFevre seconded the motion. A vote was called for. Ken Platt, Gregg Christensen, Ted Chidester, Gladys LeFevre and Brian Bremner voted aye. The motion passed unanimously.

B. Board Recommendation on Hiring Committee for Special Education Director.

Mr. Bremner recommended the committee consist of the superintendent, the business administrator and President Platt appoint two board members to serve as part of the committee. Gladys LeFevre inquired concerning if the District was considering going with SEDC and what the cost would be? The general consensus was to look into the SEDC situation and get additional input. Ken Platt volunteered to be on the committee. Janice Hatch recommended that someone with special education background and knowledge be part of the committee as well as an administrator. Tammy Houston was suggested.

Debbie Pollock suggested a principal also be included as part of the committee.

Phoebe Wiseman volunteered to serve on the committee. Mrs. Wiseman pointed out there are three applicants and the posting had now closed.

It was decided to interview the three applicants and to check into the SEDC scenario. It was decided the committee would consist of Janice Hatch, Principal Betty Ann Rember, Tammy Houston, Lark Reynolds and Ken Platt as directed by President Platt.

President Platt directed business administrator Lark Reynolds to check into the SEDC situation and report to the committee. President Platt noted a motion is not needed.

C. Board Recommendation For District Maintenance Director Hiring Committee

President Platt shared a proposal from an administrator to absorb this position by building maintenance personnel, put them on a salary, and expect more from them. Each building

personnel in each area would be responsible for their building and if it was more than they could handle, it would be hired out.

A lengthy brainstorming, question and answer and possible scenarios session with board members and the general body ensued.

Superintendent Hatch addressed the cost of snow removal and snow removal equipment.

Gladys LeFevre expressed her concern there should be a District Maintenance Director.

Superintendent Hatch noted perhaps Betty Ann Rember should not serve on any committee due to her mother being extremely ill in ICU in Las Vegas. It was decided Julie Allen will replace Betty Ann Rember on the hiring committee for the special education director.

The committee will consist of Marilyn Twitchell, Lark Reynolds, Julie Chidester, Brian Bremner and Layne LeFevre.

D. Board Recommendations for BVHS Principal Hiring Committee

This is an in-house position. This will be a full-time position. There is one applicant, Jeff Brinkerhoff. Ken Platt, Gregg Christensen, Carl Shakespear, Cheryl LeFevre, and Janice Hatch will be on the committee. Lark Reynolds had concerns that the posting was only open for one week. Janice had personally spoken to and e-mailed all individuals who have credentials, including administrators. Janice explained to the Board the position was opened in-house as cost savings for an additional benefits package and reminded everyone personnel have been moved around within the District to save money and jobs. Janice will contact all the principals and those who are qualified again to make sure no one else is interested in the position.

7. Public Comments

Mike Savage commented on how he wanted it in the record that he hopes the Financial Manager does not leave the District.

8. Adjournment

Brian Bremner made a motion to adjourn the meeting. Gregg Christensen seconded the motion. President Platt asked for a roll call vote. The vote was unanimous. The motion passed.

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.