

**MINUTES**  
**SPECIAL MEETING OF THE BOARD OF EDUCATION**

July 1, 2010  
Panguitch High School

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

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. President Platt presented the questions to be asked to each of the Board member candidates. The Board discussed the questions. There were 12 questions. The Board decided to eliminate two of them. There were ten questions to ask the candidates. It was decided to have each candidate respond to each question without any prior knowledge of the questions. There were items which required an executive session unrelated to the board member vacancy. Superintendent Janice Hatch advised the Board of what the items were: 1) employee contracts and possible litigation or recommendations. Superintendent Hatch received several e-mails from Roy Suggett saying that he did not particularly intend to take the Praxis test. He has unbelievable outstanding science background. Superintendent Hatch had instructed Roy to go take the Praxis in order for him to receive his Utah license and for the District to receive funding. Every teacher must take the Praxis in order to be level certified. This is a state requirement through the Legislature. Superintendent Hatch advised Mr. Suggett because he had been transferred, the District would pay for the Praxis test. Mr. Suggett, if he accepts the transfer, will be moved from Boulder Elementary as the head-teacher to Bryce Valley High School as the science teacher. Superintendent Hatch has not yet received an answer from Mr. Suggett. Superintendent Hatch has also received a letter from Panguitch Middle School Secretary Leniece Fischer saying that she is not interested in taking on the responsibilities of food service co-coordinator without Lisa Johnson. These two secretaries were given more responsibility so someone else would not need to be hired to take over testing. LyNese Miller at the district office will take on the responsibilities of the testing director. Superintendent Hatch e-mailed Leniece Fischer telling her they would get together to go over and assign responsibilities. Superintendent Hatch also advised Leniece Fischer that LyNese Miller will assist in the transition process.

Superintendent Hatch asked the Board for guidance concerning the re-opening of the Panguitch Elementary second grade teaching position left by Lesa Taylor. The District has received Lesa Taylor's letter of resignation. It is not signed. She will bring in a

signed copy. Superintendent Hatch asked the Board if they wanted this position re-opened and if so, how they want to reopen the position. Panguitch Elementary Principal Nick Reynolds would like to see the position rehired. It was a general consensus of the Board to rehire this position at Lane 1 Step 1. Mr. Bremner had a suggestion. President Platt asked Mr. Bremner to put it in the form of a motion.

Brian Bremner made a motion to authorize the advertisement, interviewing and the selection process to replace Lisa Taylor at Panguitch Elementary School not exceeding Lane 1 Step 2 on the salary schedule. Gladys LeFevre seconded the motion. President Platt called for a vote. All board members voted in the affirmative. The motion passed unanimously.

Superintendent Hatch advised the Board that job descriptions and the salary schedule for the Panguitch High/ Middle School custodian were in the packet. Superintendent Hatch asked the Board for direction concerning this position, could it be full-time? She sees it as a full-time position. Brian Bremner made a motion to authorize Superintendent Hatch to advertise, interview, and recommend to the Board a full-time custodian at \$15.75 an hour with benefits. Superintendent Hatch suggested that she contact all those individuals who had applied for the District Maintenance/PHS Custodian position and if they are interested they would be considered for the custodial position without having to reapply, but will have to go through the interview process. Gregg Christensen seconded the motion. President Platt called for a roll call vote. Ken Platt, Gregg Christensen, Brian Bremner, Gladys LeFevre, and Ted Chidester all voted aye. The vote was unanimous. The motion passed.

At this point in the meeting the Board discussed the list of new hires. It was noted Vicki Ahlstrom is currently working at Bryce Valley High School as a para. This position was not board approved or advertised through the District. Superintendent Hatch advised the Board she would research the situation and report back to them.

Superintendent Hatch addressed the vacancy at EHS due to hiring Jeff Brinkerhoff as the new principal at Bryce Valley High School. Brent Judd pays 5/7 of the salary through vocational. The District will pay for two periods out of the general fund. EHS Principal Chris Christensen has met with his faculty and Brent Judd to come up with the best scenario: half-time or a full-time vocational teacher. Brent Judd is worried about someone coming to Escalante for a half-time position. Gregg Christensen noted several members of the community had contacted him wanting to retain a full-time shop position at EHS. Gregg recommended filling it as a full-time position. Brian Bremner made a motion to direct Janice to advertise, interview, and recommend a person to fill the full-time shop opening at Escalante High School with additional endorsements preferred, not to exceed Lane 1 Step 2 on the salary schedule. Gregg Christensen seconded the motion. President Platt asked for a vote. All board members voted in the affirmative. The motion passed unanimously.

Brian Bremner made a motion to convene in executive session to discuss potential litigation. Gregg Christensen seconded the motion. President Platt asked for a roll call vote. All board members voted in the affirmative. The motion passed unanimously.

Gladys LeFevre made a motion to reconvene into regular session. Gregg Christensen seconded the motion. President Platt called for a roll call vote. Gladys LeFevre, Brian Bremner, Gregg Christensen, Ken Platt and Ted Chidester voted aye. The vote was unanimous. The motion passed.

## **Welcome**

President Platt thanked the general public for attending. President Platt served as the spokesperson for the Board. He fielded all the questions to each board vacancy candidate.

## **Agenda Changes**

### **1. Discussion and Action Items**

#### **A. Board Vacancy**

President Platt asked each of the board vacancy candidates to introduce themselves. The candidates are as follows: Kay Englestead, Eric Houston, Dean Sheffer, Kevin Barnhurst, Justin Fischer, and Mike Savage. President Platt inquired as to whether or not the candidates would agree to being interviewed individually, waiting in another room until each was called for, so each would answer the questions without prior knowledge. They all agreed. They proceeded with the interview process to fill the board vacancy.

President Platt announced the Board would like to move into an executive session to make a decision concerning the selection of a candidate. Mr. Bremner noted he didn't see how moving into an executive session would serve the public. Gregg Christensen reminded the Board they had received council from legal advising them this is an appropriate time to meet in a closed meeting to honestly and openly discuss the merits of each candidate without causing harm in a public meeting or embarrass any of the candidates or board members or anyone else and would allow the Board to come to a consensus concerning the candidates. Brian Bremner thought it was illegal to go into a closed meeting at this time. Ted Chidester made a motion to move into an executive session. Gregg Christensen seconded the motion. President Platt called for a roll call vote. Ken Platt, Gregg Christensen, Ted Chidester, and Gladys LeFevre voted aye. Brian Bremner refused to vote saying it was illegal. President Platt expressed the feelings of the Board that the meeting was not illegal, the attorney feels it is not illegal and would proceed. President Platt told Mr. Bremner they would like to have his opinion and to join them. Mr. Bremner refused.

Debbie Pollock spoke up expressing concern that Mr. Bremner is a Panguitch representative serving on the board, the vacancy is a Panguitch position and Mr. Bremner needed to participate.

President Platt agreed with Mrs. Pollock that the Panguitch representative should participate and they needed his input, even if he does not believe the attorney.

Gregg Christensen made a motion to reconvene into open meeting. Gladys LeFevre seconded the motion. President Platt called for a roll call vote. All board members voted in the affirmative. The motion passed.

Gregg Christensen proposed a motion to nominate Kay Englestead as the Board Member who will replace Ted Chidester after his resignation on July 2, 2010. This motion was seconded by Ted Chidester. A roll call vote was then called for. Brian Bremner stated he was undecided. Ken Platt, Ted Chidester, Gladys LeFevre, Gregg Christensen, and then Brian Bremner voted to approve the motion. The motion passed unanimously.

President Platt personally thanked all the candidates for putting their name in to be considered. President Platt announced Ted's resignation would be effective July 2, 2010. He advised Kay Englestead his service would begin at the July 15 board meeting or anything prior to the meeting and he needed to be sworn into office. He will be sworn in Tuesday at the District Office by Superintendent Hatch.

#### **B. Buses for Bryce Marathon**

The indemnity agreement is in the packet. Superintendent Hatch has already signed the agreement the County will cover the costs of the driver, fuel, and cleaning upon return. This involves three of the District's buses. The drivers must be individuals the District approves. All three drivers are district employees/bus drivers.

This has already been approved, therefore no motion is necessary.

#### **C. Truth in Taxation**

Superintendent Hatch advised the Board she and Lark had met with Camille Moore at the courthouse to discuss options for truth in taxation hearing. They hoped the Board would consider an additional levy. A levy has to be in the general election or the District would be responsible for the entire cost, so there is no option for an additional levy until November after next. Janice noted Camille felt like this would not be financially feasible and we cannot add another levy. The only levy that is at sufficient, which is unlimited, is the recreation levy and it could actually be increased without a November general election unless the Board wants to pay all the costs. The transportation levy could be increased very slightly; the K-3 levy could also be increased very slightly. The recreation levy could be increased by about three times the current levy. This would generate approximately \$100,000.00. Janice and Lark spoke with Von Hortin of the Utah State Office of Education Financial Dept. The recreation levy could be used to pay coaches'

stipends. If the Board is supportive of a truth in taxation hearing there needs to be a motion tonight. The paperwork is due July 7, 2010.

Superintendent Hatch explained the only way to generate additional dollars is through a tax levy. She noted the District does not have a balanced budget. Last year we really didn't have an idea where we were with the budget. We had no idea what money we actually had. There was no paper trail, no codes, and no entries. Lark has been very diligent and has taken care of business getting codes aligned.

Debbie Pollock encouraged the Board to use the funds to pay coaches stipends. She advised the Board that two years ago \$93,000.00 had been paid to coaches for stipends. This includes academic coaches such as debate, FCCLA, etc. If that much could be freed up in the M and O budget it would save many cuts that would be critical to the education of kids. There has been a million dollars cut in staff this year. Staff is not receiving an increase this year, just being brought back up to where we should be due to the furlough days last year.

President Platt thanked Mrs. Pollock for her comment, and noted what the Board wants to do is to raise the recreation levy to pay the coaches' stipends out of it instead of having to pay them out of M and O and save that money for the operation of schools.

Mr. Bremner noted he didn't believe it was tied to schools, it's a little bit different and never have coaches' stipends been taken out of it and he checked with the state school board and everyone else to see if it was even legal to do. He also noted he was bothered by approving \$100,000.00 for the superintendent's salary and approved lane changes which are raises to people, that's more money in their pockets while we turn around and cut teachers.

President Platt asked new board member, Kay Englestead, to offer his opinion.

Mr. Englestead noted it is hard to offer an opinion when one doesn't have a lot of background. He continued it would be great to have a balanced budget. How you get to it is not his expertise and that is why Lark was hired. That is his line of expertise, there has been a lot of pressure put on him. We need to take his recommendation and have some trust and it will come out alright in the end.

Gregg Christensen requested time to comment. He indicated he hated to raise taxes and feels the District does not have many alternatives and the District has done about all that can be done and still educate kids. There are a few things we can still do and Janice has addressed a few of those issues. He continued, he didn't know how they would get by without raising taxes in the near future. He wants to get input from the public. He made a motion to have a truth in taxation hearing.

President Platt noted in the past, a hearing has been held in each community so people would not have to travel so far. He inquired if there was any further discussion? There was none. He seconded the motion and asked for a roll call vote. Brian Bremner and Gladys LeFevre voted nay. Gregg Christensen, Ted Chidester and Ken Platt voted aye. The motion passed 3-2.

President Platt directed Superintendent Hatch to proceed with the truth in taxation hearings and they get the public's input. In the past there had been no opposition to the tax increase and yet the Board voted to not go through with it.

Superintendent Hatch asked for clarification. The actual add will list each levy, the current rate, the proposed rate and the amount it will generate. Camille suggested if the District decides to go through with Truth in Taxation, although the Transportation and K-3 Levies will not generate very much, should they include them? Superintendent asked, "Does the Board want to include the Transportation and the K-3 Levies although they will not generate very much? She reiterated, "Does the Board want to include the Transportation, the K-3 and three times the Recreation Levy?" She noted she wanted it reflected in the minutes.

President Platt responded, "Yes, include the Transportation Levy, the K-3 Levy and three times the Recreation Levy."

#### **D. Employee Termination**

Superintendent Hatch advised the Board this is a list of all employees whose positions have been RIFed or reduced. At the last board meeting it was decided to have this information in the minutes. President Platt advised the Board a motion was needed to make it official.

Mr. Bremner wanted to know if some were RIF's or non-renewals and noted policy needed to be adhered to, need to follow requirements, and asked if any of the individuals had recourse?

Superintendent Hatch responded none were non-renewals, some early retirement and people moving. All positions were RIFed positions, no employees were contacted as non-renewals. She listed the retirees who had already been in the minutes separate from the RIFs and those who have moved away from the community.

Gregg Christensen made a motion to accept the list of employees whose positions were a reduction in force, positions were not filled after being vacated or whose hours were reduced.

Brian Bremner read the list as follows:

Boulder: Vard Coombs to half-time janitor

David Heaton – Bus Driver, the Boulder Elementary Route has been eliminated.

Antimony: Mary Jean Willis, she took another position at Bullfrog School

Escalante Elementary: Linda Crawford

Escalante High School: Emilee Woolsey, Counselor  
Chris Christensen, moved from full-time principal to half-time principal and half-time counselor  
Brent Cottam, reduced entirely  
Phyllis Suggett reduced to half-time

Bryce Valley Elementary: Kindergarten back to half-day

Bryce Valley High School: Gary Winegar let go

Panguitch Elementary School: Leslie Taylor took a position outside the District, that position will not be refilled and therefore is lost through attrition. *(In an effort to be accurate Annie Eldredge researched the situation. Leslie Taylor did not take a position outside the District. She simply relocated to Alaska with her family and does not have a position outside the District currently. Mrs. Taylor's letter of resignation does not state anything concerning a position. See attachment)*

Panguitch High School: Tim Harris to half-time  
Full-Time Custodian to half-time

Mr. Bremner inquired if this is now PMS? Superintendent Hatch responded, "It will now be Panguitch Middle School/Panguitch High School."

Ralph Perkins to 5/7  
Shawn Caine to 5/7  
Lisa Breinholt to 5/7, PMS  
Natalie Perkins to 5/7

District Office: Professional Development Director, did not refill

Special Education: Director took down to 19 hours per week, \$22.00 per hour

Early Retirement: Has already been approved

Ken Platt seconded the motion. President Platt called for a roll call vote. Ted Chidester, Gregg Christensen, Ken Platt and Gladys LeFevre voted aye. Brian Bremner voted nay, because he wondered if they had fully complied with policy. Motion passed 4-1.

## **E. Approve Hiring Recommendations**

### **i. Resignations**

1. Ted Chidester – Board Member, Panguitch Precinct #1

2. Lesa Taylor – Panguitch Elementary Teacher
3. Leslie Taylor – Panguitch Elementary Teacher

**ii. New Personnel**

1. Bryce Valley High School Principal: Jeff Brinkerhoff was recommended by the hiring committee. The committee recommended that he be placed on the Administrator Schedule, Lane 6, Step 5 which translates to a salary of \$62,327. This is a full-time benefited position.

Ken Platt made a motion to accept the recommendation of the committee to hire Jeff Brinkerhoff as the full-time principal at Bryce Valley High School. Mr. Bremner inquired if the position was half-time teacher/half-time principal? President Platt responded it was full-time principal. Superintendent Hatch advised he is willing to teach some classes if the need arises. Mr. Bremner wondered if Jeff has a master's degree and would he be on the salary schedule as a first year high school administrator? President Platt responded, "Yes." Mr. Bremner wanted to know if it would be a salary of \$51,939.00 per the salary schedule and per his academic qualifications, Step 1? Brian Bremner seconded the motion. President Platt called for a roll call vote. Ken Platt, Brian Bremner and Ted Chidester voted aye. Gregg Christensen voted nay. The motion passed 3-1 with one absent.

2. Special Education Director: Cynthia Hurd was recommended by the hiring Committee. The committee recommends that she be paid \$22 an hour, and that she work an average of 19 hours per week which would exclude the position from receiving benefits.

Ken Platt was part of the interview/hiring committee. There were two excellent candidates. He made the motion to hire Cynthia Hurd as the Special Ed. Director at \$22.00 per hour, up to 19 hours per week. Brian Bremner seconded the motion. All present board members voted aye. Motion passed 4-0 with one absent.

3. Half-Time District Maintenance/Half-Time PHS Custodian: Damon Brinkerhoff was recommended by the hiring committee. The committee recommends that he be placed on the Professional Classified Salary Schedule, Lane 2, Step 3 which translates to a salary of \$39,529. He has an associate's degree; he has three years experience and he has been moved from hourly to salary.  
Brian Bremner made a motion to hire Damon Brinkerhoff to fill this position at this salary. Gregg Christensen seconded the

motion. President Platt called for a roll call vote. It is noted Gladys LeFevre had to leave the meeting and was not present to vote. All present board members voted in the affirmative. Motion passed 4-0 with one absent.

4. Panguitch Food Service Manager: Fenella Holm was recommended by the hiring committee. The committee recommended that she be paid \$12.70 an hour which is the beginning wage for a lunch manager. This is a benefited position. Brian Bremner made a motion to approve Fenella Holm who has worked in the St. George area and is highly qualified. Lark Reynolds interjected she called and was worried about the salary. She asked for an increase in pay or an increase in hours. It was decided to offer the position to her at \$12.70 per hour at 40 hours per week. If she does not accept bring it back to the Board. Gregg Christensen seconded the motion. President Platt called for a vote. All board members present voted aye. The motion passed 4-1 with one absent.
5. Level I Swim Teacher – Baylee Vasquez has been recommended. She will be paid \$7.25 an hour for her services. This is not a benefited Position.  
Brian Bremner made a motion to hire this individual. Motion died for lack of a second. Gregg Christensen made a comment that he doesn't think the school district has any business running a swim program. It should be a Garfield County or a Panguitch City responsibility. The District has put too much money into the pool when it isn't benefitting the school. It is benefitting the tax payers of Garfield County but not the school kids. Brian Bremner commented, "She had been hired to teach swim lessons and there at least two of those three words that are school related." There was nothing else regarding this issue. The Board moved to the next item.

### **RESIGNATIONS**

Ted Chidester – Board Member, Precinct #1 Panguitch  
Lesa Taylor – PES Teacher  
Leslie Taylor – PES Teacher

Mr. Bremner noted he thought they had already been approved. He made a motion to accept the resignations. Gregg Christensen seconded the motion. All board members present voted aye. The vote was unanimous. The motion passed 4-0 with one member absent.

Superintendent Hatch inquired if she should inform Ms. Vasquez she cannot teach? There was no motion.

Mr. Christensen noted he thought it should be a Garfield County or a Panguitch City responsibility to pay her.

Mr. Bremner noted he thought teachers volunteer all the time.

An unidentified female citizen spoke up noting maybe one teacher volunteers. The teachers need to be paid. The students are taught valuable skills at swimming lessons.

Mr. Bremner said, "I stand corrected."

Mr. Christensen noted the pool is a valuable asset and the kids are taught life skills. He expressed concern that the District is spending too much money on buses and drivers to transport the kids to summer swimming lessons when those funds could be used to pay teachers.

Superintendent Hatch mentioned there is a third session of swim lessons scheduled due to the high numbers. She is working on a spreadsheet with information regarding the pool for the next meeting.

Brian Bremner made a motion to give authority to the pool director to hire a beginning teacher at the rate of \$7.25 per hour which may include Ms. Vasquez if the pool manager chooses. Gregg Christensen seconded the motion. He knows Ms. Vasquez; she is an outstanding young lady. All board members voted in the affirmative. The motion passed 4-0 with one absent.

President Platt directed Superintendent Hatch to move forward with job postings to replace the full-time custodian at Panguitch Elementary, full-time shop teacher at Escalante High School, additional endorsements preferred, at Lane 1 Step 2 maximum. Superintendent Hatch noted this is a vocational position; the District will pay for one hour of required intro class. Also replace Lesa Taylor, a Panguitch Elementary teacher, at Lane 1 Step 2 maximum.

### **Public Comment**

An unidentified female citizen (Whom Annie Eldredge believes to be Tami Bennett) noted there are many keys to the pool out and they should be monitored.

An unidentified female citizen mentioned something about keys, schedules and life guards. (Unable to determine, very difficult to hear on recording)

## **2. Adjournment**

President Platt made a motion to adjourn the meeting. Brian Bremner seconded the motion. The vote was unanimous in the affirmative. The motion passed 4-0 with one member absent.

Ted Chidester asked for some time. He thanked everyone.

### **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.