

Park City School District  
May 14, 2024  
Closed Session 3:30 pm  
Regular Session 4:00 pm

**Members Present:**

Wendy Crossland, Andrew Caplan, and Nick Hill

**Staff Present:**

Dr. Gildea, Randall Upton, and Lorie Pearce

**Call to Order/Pledge of Allegiance**

President Caplan called the meeting to order at 3:31 pm. Member Caplan led the pledge of allegiance.

Member Crossland made a motion to adjourn to Closed Session for the purpose of discussing negotiations. Member Hill seconded the motion. All were in favor. The Board adjourned at 3:32 pm.

Member Reed joined the meeting.

The Board reconvened at 4:12 pm.

**Member Crossland made a motion to accept the Consent Agenda as presented. Member Hill seconded the motion. Motion passed unanimously.**

Regular Session Minutes April 9, 2024

Travel Requests

Health Education Instruction Assurances

MLL Supplemental Materials

Contracts for approval-Wit & Wisdom and 95Percent Group

Personnel Information

April, 2024 Check Register

Board Revenue and Expenditures April, 2024

**Licensed Hires**

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>FTE</b>
Heloise Blain	JRES	French DLI	1.0
Christopher McIntosh	PPES	Interventionist	1.0
Sandrine Fernandez	JRES	French DLI	1.0
Aurelie Delplace	TSES	French DLI	1.0
Meghan Murphy	TMJH	French DLI	1.0
Laura Boilot	EHMS	French DLI	1.0
Sonya Austin	EHMS	SPED	1.0
Milagros Rios	EHMS	Spanish	1.0
Shauna Bevans	PCHS	English - one year only	1.0
Patrica Stephens French	TSES	Elementary - one year only	1.0

**Classified Hires**

Name	Location	Position	FTE
Marian Irvin	MPES	After school Coordinator - Preschool	.70
Bonnie Birrell	JRES	After school Coordinator - Preschool	.70
Molly Alden Rabenau	PPES	SPED Severe ESP	.80
Arden Tesch	PCAC	Asst. Club Swim Coach	.7375
Madison Kozak	PCAC	Lifeguard/Instructor	.7375
Miles Ivers	PCAC	Asst. Club Swim Coach	.7375
Isabella Bobrowsky	PCAC	Lifeguard/Instructor/Supervisor	.7375

### Monthly Reports

PCEA-Mary Morgan, shared her monthly report with the Board that included the following information. PCEA congratulated both Jen Bramson and Lara Rude for their recognition from the National Educators Association. They attended a special dinner in Washington DC at the White House last week.

The Licensed Professional Agreement negotiations are underway and PCEA is hoping to finish them by the end of this month to present to the Board. Later this evening, Randy Upton will present a PTO payout pilot program for all employees. We would like to thank Randy for all his hard work. Paying out employees for their accumulative paid time off at a higher rate than it currently is, employees are more likely to save their PTO and continue employment through the years with Park City. We would like to congratulate the class of 2024. We are fortunate to have such amazing teachers and students to achieve huge success and we congratulate all involved.

**PCCEA**-Jen Bramson was reporting on behalf of President Gina Cox. Four ESP's were recognized this month. Ava Montjano, TSES, by PCEA, Belsy Moscoco, MPES, was recognized as the Utah ESP of the year as a para educator, Gina Cox, USEA ESP for transportation, and Alan Lewis, received the lifetime membership award for 45 years as a bus driver.

### Student on the Board Report

Zach Smith reported that May is a busy month at the high school. Prom will be held May 18 at Black Rock Resort. Sophomore Spike Ball is scheduled for May 23. Carchello is May 24, and then of course graduation.

### Chief Teaching and Learning Officer

Stacey Briggs thanked the Board for the K-3 materials adoption today. Adjustments to the Strategic Plan have been made and it is posted on the district website. Shelby Cornett, Sustainability Coordinator, reported on the progress for the sustainability for the district.

Lunch time composting project is very exciting. We have four schools participating, Jeremy Ranch, Ecker Hill, Trailside and Park City High School. These programs are student run and allows for some leadership for these students. This year we diverted over 15,000 pounds of food waste.

Quarterly themes, included: Pumpkin composting, 30,000 pounds, Christmas tree recycling, idle free campaign at Jeremy Ranch and the battery drive.

Lyndsay Huntsman has been taking care of some of the organization work for realignment and she is now sharing the timeline. Stated in the fall of 2022. Survey has been sent for post realignment placement. Start times and transportation will be delayed for now while traffic patterns are studied. Stacey Briggs, T & L Director said that early next year they will gather input from parents on critical

issues. Lyndsay thanked the Board for allowing early out Friday's this has been a huge help working on realignment. Next year, the 2<sup>nd</sup> Friday of each month next year will be dedicated to working on realignment.

### **Chief Operations Officer**

Mike Tanner, Operations Officer, presented his monthly report which included Building & Grounds, Transportation, Child Nutrition, Human Resources and Security. Mr. Tanner reports that all departments are running smoothly at this time.

### **Superintendent Report**

Dr. Gildea reminded everyone that Park City School District is student-centered with a focus and emphasis on the whole child — our students are safe, supported, engaged, challenged, and healthy.

Recognition for the month include Gina Cox, USEA - Community Service Award Recognition, 2024 Alan Lewis, USEA - Lifetime Achievement Recognition, 2024 Belsey Moscoso , USEA - ESP of the Year Recognition LeAnn Rocchi, has been nominated for the UCEA Teacher of the Year, 2024

Dr. Gildea thanks Zach Smith for completion of his 2-year term as Student on the Board.

Recognition - PCEF Excellent Educators

Lara Rude, EHMS - Librarian - Recognized at NEA Foundation

Linda Hilton - Jeremy Ranch Elementary School

LeAnn Rocchi - Parley's Park Elementary School

Eva Montejano - Trailside Elementary School

Daniel Wells - McPolin Elementary School

Jen Hales - Ecker Hill Middle School

Casey Ryan - Treasure Mountain Junior High School

Gaylynn Mooney & Holly Huggins - Park City High School

Ed Mulick - Sarah & Stephen Doilney Award (5x) Excellent Educator Recognition

Dr. Gildea thanked the various District partners for their support.

### **Discussion**

#### **PCSD Green Team-Zero Food Waste Compact**

The Park City Earth Club was before the Board to present the composting compact agreement.

Zero Food Waste 2030 Goal: Divert all food waste from Summit County Landfill by 2030

- Launched in April 2023
- Strategic Plan published January 2024

#### **Why Food Waste?**

- Roughly 80% of the solid waste that reaches the local landfill could be diverted, with 40-60% of that being food waste.\*
- Food waste is a major contributor to the climate crisis because it releases methane.
- \$1.47M/year saved in landfill costs, \$140 saved in air space for every ton of waste diverted.

In support of the Zero Food Waste 2030 goal, we pledge to:

- Minimize food waste, acknowledging that food production is costly and uses critical resources like water, energy, and land.
- Divert food waste through composting to reduce a key source of methane in our community.
- Collaborate to achieve our goal, knowing that lasting change is only possible when our residents, local government, nonprofits, businesses, and tourists work together.

- Support systematic changes in our community that will ultimately provide more effective, sustainable, and economical waste management practices and tools.
- Educate ourselves on composting and the importance of food waste diversion.
- Share our progress and learnings along the way.

Board Member Crossland asked what other resources they would need to help with composting. One suggestion would be to create a team of volunteers who would be willing to come in during the lunch period to monitor the bins would be extremely helpful in getting students to change their habits and recycle/compost.

Board Member Caplan said that the Board could sign the compact and then develop a policy where every school must compost.

### **Facility Update**

Mr. Mike Tanner provided a construction update to the Board. All projects continue on-time and on-budget.

PCSD took ownership of MPES and JRES on April 30, 2024. The final punch list items are being address, and building systems are being commissioned.

The CUP application for TSES will be considered tonight by the SBPC. The USBE project number application is 50% complete, and will be submitted in full when the CUP is granted.

The last phase of the soil mitigation project will proceed on June 10-14, 2024. No students or employees will be allowed inside TMJH or on the school grounds.

Mr. Tanner discussed the possibility of a sports complex near TMJH. We have a commissioned a report that will be presented in June, but in looking quickly at the space etc., two turf fields between TMJH and the DO, eight tennis courts, dugouts and a support facility for a total cost of \$12.4M. This proposal would not require TMJH to be demolished. Of the \$12.4M, \$10.5M would be for construction and \$1.9M for design. Financing options could include fund balance, bond issues, lease revenue bonds, partnership with PCMC. Mike has also been approached by a group wanting to put a bubble over the tennis courts so that could also be used for pickleball. R&R will put together a plan to make sure we are working within the EPA covenant. RFP may not be needed due to the size of the project, and we could have things ready for Spring 2025. A full report will be presented at the June meeting.

Member Reed was excused.

### **PCHS Teen Center**

Dr. Carolyn Synan, Student Services Director presented information about the proposed Teen Center. Why are Teen Centers Important?

- Teen Centers are dedicated spaces within schools designed to provide support, resources, and a safe environment for teenagers.
  - Laundry
  - Student Food Pantry
  - Student Study Space
- Counseling
- Davis School District-Currently 11 Teen Centers at their high schools
  - 53 schools across Utah are working on finding funding for Teen Centers Grants
- Secured Utah State Board of Education Grant \$250,000

- Secured Policy Project Grant \$30,000
- Grants are good if we open our Teen Center on or before June 30, 2025

Carolyn and Principal Arbabi have met and determined that the old wood shop would be a great location for a Teen Center. This space would have to be brought up to code which would be an additional expense of about \$750,000.00. Member Hill is asking if there is an alternative space. Dr. Synan said this spot is ideal especially with having an outside door for those students who have anxiety.

Jason Jenson is opposed to this proposal. He doesn't believe that the \$1.3M is an accurate number due to no water in that area. He is also concerned about the outside door that exists near the Eccles Center which is rented out for various activities and could potentially be a problem.

Randy Upton said that this project could be a change order since we are already in the process of remodeling the high school, and with the interest that the district has been accruing on the bonds, there would be funding for this project. Member Crossland would like to see some alternatives for placement and if plumbing is an added cost, that is important. The Board would like an update on interest income and refine the budget information. Dr. Synan will bring back additional information to the June meeting.

## Budget Overview

Business Administrator, Randy Upton provided a budget overview. Final pieces of the budget include:

- Timeline
- PTO Payout Analysis – Pilot Project
- Salary Schedules – Educator Salary Adjustment
- Medical Insurance and Other Benefits
- Property Tax Data
- Updated Capital Projects

### Today – Final Segments of Budget

- By June 1 – Tentative Budget Book
- June 18 – Adoption of FY25 Budget, Final FY24 Budget, Preliminary Tax Rates
- August 20 – Truth in Taxation (TNT) Hearing and Adoption of Tax Rates

### PTO PAYOUT – 2 YEAR PILOT JULY 1, 2024 TO JUNE 30, 2026

- Range of payout current – 5% - 25% - 1-25 years
- Pilot Payout – 15% - 75% - 3 to 21 years
- Tiered Approach based on number of days/hours
- Max accumulation eliminated (Currently 180 Days)
- Estimated Cost - \$100,000
- First Payout will apply for employees leaving after completed FY25 Contract

### PTO PAYOUT – 2 YEAR PILOT JULY 1, 2024 TO JUNE 30, 2026

- Funds placed in Special Pay Plan (403b) or Medical Trust
- Funds can be used to purchase Years of Service in URS system
- Social Security tax is saved by both PCSD and the employee
- Funds are not taxed until withdrawn for the employee (Fed/State)
- Funds 403b can be rolled over within rules of 403b
- Funds in Med Trust are not taxed going in or out

## SALARY SCHEDULES

- 6% Increase on Base Salary (as per 3 Year Negotiated Agreement)
- Steps/Lanes
- BS1 - \$69,459
- BS25 - \$110,619
- MS1 - \$75,607
- MS25 - \$122,489

## MEDICAL INSURANCE HIGHLIGHTS

- 7.3% Increase of Medical Insurance Premium
- HDHP Deductible Increase \$200/\$400 (IRS Required)
- Silver/Gold Deductible Increase \$100/\$200 • Increase HSA Contribution - \$150/\$300
- Addition of Hearing Aid Coverage - \$1,500 every 3 years
- Estimated Cost \$688,100 • \$600,000 from Repurposed Funds in Operations, \$88,100 from Self Ins Fund Balance PARK CITY SCHOOL DISTRICT BUSINESS OPERATIONS 5.14.2024

## DENTAL/VISION/LIFE/LTD HIGHLIGHTS

- Dental Increase 7.5% - No Plan Changes
- Vision - Change in Provider to EMI/VSP
- Allowance increases to \$210 from \$130 for glasses and contacts
- Larger Network
- Life increased from \$110,000 to \$150,000
- LTD Increase from Max \$6,000 to Max \$10,000

## PROPERTY TAX INFORMATION

- FY24 Commitment to increase 2.2 Increments in FY25 and FY26
- \$1.5 million Primary Home - \$82.50 per increment
- Tax Data Not Available until June 8
- Expecting a small amount of growth
- Expecting relatively flat assessed valuation

## **FY25 Board of Education Meeting Dates**

The Board of Education reviewed meeting dates for the 24/25 school year.

### **Decision**

## **FY25 Board of Education Meeting Dates**

The Board of Education will now adopt the meeting calendar for the 24/25 school year.

**Board Member Crossland made a motion to approve the calendar as presented. Member Hill seconded the motion. Motion passed unanimously.**

### **Policies for Posting**

The following policies were before the Board for review and posting.

Policy 3100 Sexual Harassment Under the Jurisdiction of Title IX

Policy 7031 Social Media

Policy 7095 Conditions of Employment

Policy 9055 Use of Copyright Materials in Schools

Policy 10002 Student Conduct and Participation Policy for School Teams and Clubs

Policy 11005 Public Information and Media Access to School Facilities and Students

**Board Member Crossland made a motion to approve the policies for posting as presented.**

**Member Hill seconded the motion. Motion passed unanimously.**

Member Crossland stated that she would like the PCHS parent handbook to include the consequences from Policy 10002.

Member Caplan would also like parents to understand that there will be consequences and accountability for violation of policies such as Policy 10001 Bullying Cyberbullying, ...

### **Policies for Adoption**

The following policies have been posted for the required 20 days and are now before the Board for adoption.

Policy 1001 Code of Conduct

Policy 3000 Shared Decision Making

Policy 3012 Non-Discrimination

Policy 10001 Bullying, Cyberbullying, Abusive Conduct, Harassment, Hazing and Discrimination

Policy 10010 Student Enrollment

**Board Member Crossland made a motion to adopt the policies as presented. Member Hill seconded the motion. Motion passed unanimously.**

### **Adjourn**

**Member Crossland made a motion to adjourn to June 18, 2024, at 4:00 pm. Member Hill seconded the motion. Motion passed unanimously.**

Meeting adjourned at 6:10 pm

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Andrew Caplan, Board President