

Minutes
Northeastern Utah Educational Services
Board Meeting
Tuesday, May 7, 2024, 12:00 pm
350 South Main, Spanish Fork, UT 84660

Present:

Superintendents Jerre Holmes, Dale Lamborn, Greg Maughan, Bruce Northcott, Rick Woodford, Jason Young, Weilenmann School of Discovery Executive Director Steve Williams and future Director Tracy Sjostrom, Executive Director Piper Riddle and Secretary Becca Wilhite. Joining the meeting on Zoom: Paul Sweat, Uintah River High School Principal Brittany Luck, and Soldier Hollow Charter School Executive Director David Phillips. Board Members absent include Superintendents Jill Gildea and Andy Jensen, Terra Academy Executive Director Bill Zenner, and Winter Sports School Executive Director Tess Miner-Farra. (Welcome visitor Mr. Lamb)

Welcome:

Supt. Maughan, Board Chair of the NUES Board opened the meeting of the Northeastern Utah Educational Services Board Meeting, Tuesday, May 7, 2024, at 12:40 pm. Supt. Maughan welcomed everyone.

Action Consent Calendar:

Motion to approve the consent calendar as presented made by Director Williams.
Motion seconded by Superintendent Lamborn. Motion passed unanimously.

Welcome Becca Wilhite to NUES as secretary and business manager. Generous and kind words of welcome offered by Director Riddle and Supt. Sweat.

Discussion: Region Items (action may be pending):

Region Art Show: Board is invited to look at the prepared Art Show report (online, also available in paper copy. Ms. Riddle shared how each art teacher is working to connect students to school, building minds and creativity, and maintaining community. Superintendent Young shared the artistic successes of some of our region's indigenous students.

Sterling Scholar: Still awaiting confirmation from UVU for hosting Sterling Scholar on March 10th, 2025.

AI RFP: UETN has agreed to sponsor the RFP for a statewide AI software program, releasing NUES of the responsibility to do so.

Leadership PD: Ms. Riddle recommends Deloitte's Courageous Principals 1 or 2 and is willing and happy to facilitate registration and program materials. This is a social impact program which is why the fee is so accessible. Director Riddle also offered information on Solution Tree's program offering.

School Safety: School Safety and "I love you guys" training for reunification training and school Standard Response Protocol was discussed. Holly Todd from NUES is

trained to facilitate both reunification and SRP for LEAs. Ms. Todd offered to work with district safety officers and “point people” to facilitate the creation of a safety plan.

Super Northcott stated he’s been watching some of this SRP training and has been considering ways to implement reunification principles on a smaller scale for a school with fewer students. Protocols will vary for each district based on the principles taught at the training.

Supt Maughan offered information about (State Safety Office, Chief Mike Pennington) who is training and would love to meet with the region and help facilitate assessment and implementation for district- or building-level SRO or Guardian. Each district was invited to revisit the assessment they wrote for the grant instead of recreating the assessment that is due before January 1st. Ms. Riddle offered to invite Pennington to the June meeting. Ms. Riddle and Holly Todd will reach out to admin assistants to get names and contacts of SROs and Guardians. Several superintendents encourage attendance at the state’s school safety conference.

LEA Privacy Plans (HB 257): Superintendent Maughan suggested everyone assure their districts’ Privacy Plans are drafted and tell parents to have a conversation with students (districts must communicate the plan with families about HB 257. Supt. Maughan has drafted a plan and is willing to make that draft available to others in the district. All present asked for a copy to be made available.

Proposed Board Meetings FY25: Supt. Maughan spoke about the proposed Board Meeting Schedule for FY 2025. The proposal attempts to keep meetings on Tuesdays, and possibly to rotate meeting locations. Supt Holmes suggested meeting just after scheduled USSA meetings. If NUES board meeting schedule is in proximity to USSA, it might make attendance simpler for the board if the meetings are held in conjunction with those other meetings. Ms. Riddle will make the draft available; each board member will revisit the schedule. At June Board meeting, Director Riddle will bring a suggested board meeting schedule for piggybacking meetings with USSA meetings for next year.

FY25 Salary Proposal: Ms. Riddle asked the group to please keep the discussion of the salary spreadsheet to “line number” to honor employee privacy. Many of the employees receive Educator Salary Adjustment from the state, but Dir. Riddle wants to offer a similarly equitable salary increase to those who don’t qualify for the state stipend. She noted that bonuses should have an equitable basis. She asked if the board needs to take action for finalizing a salary increase formula. Supt Maughan suggests waiting to take action on the salary and bonus until June’s board meeting. Supt Sweat mentioned that Ms. Riddle has been working with the business administrator at Wasatch to rein in the chaos of the rather arbitrary NUES “salary schedule.” Ms. Riddle suggested that perhaps this is another item to take into consideration for future meetings. Without policy-determined metrics, there is room for confusion and frustration regarding when raises and bonuses come and when they don’t. Supt Maughan appreciates the systemized salary schedule that comes with district work and wonders if such a thing can be implemented for the employees at NUES.

Supt. Lamborn questions the feasibility of standardizing salaries for significantly different kinds of work within NUES. Director Williams asked if the pay scales across RESAs are individualized per area (salaries are tied to cost of living in the district). Ms. Riddle explained that state RESA funds are distributed equally across the four regions.

In response, Director Riddle informed the board that South Summit, Park City, and Wasatch County School Districts have conducted a job-study that could better inform NUES regarding employee salaries.

Supt. Holmes suggested that in order to be competitive, there should be room for negotiation. Supt. Young suggested the specialty of NUES employees lends itself to individual flexibility in salary schedule. Supt. Maughan reported that the South Summit policy of “time in the job” is only for teachers (not classified employees or administrators). Superintendent Woodford expressed favor for a delineated Salary Schedule. Superintendent Holmes expressed concern that challenging the tradition of yearly raises might come across as a threat, suggesting that whatever the decision, the leadership must be careful not to build an expectation without a policy to back it. Superintendent Woodford agreed it’s difficult to determine a single best practice at this point. Superintendent Maughan suggests the board ought to do a salary study – if one employee’s pay is quite high, maybe the board leadership needs to say “let’s hold on this salary for a few years” (which can be difficult on morale, as Supt. Lamborn mentioned).

Ms. Riddle will work on using salary data from South Summit and Wasatch districts for a possible salary schedule proposal for informing future salary conversations. Superintendent Maughan suggested holding off on making changes to NUES salaries until the board can see all gathered data from upcoming studies.

Ms. Riddle will send a message to each Business Administrator about help for Early Learning coach funding from each district.

Sup. Maughan turned the meeting over to Superintendent Woodford and excused himself from the meeting.

Superintendent Woodford made a motion to approve Becca Wilhite’s hire; Superintendent Lamborn seconded, and the vote was unanimous.

Budget preview discussion: Director Riddle presented the FY25 NUES budget in terms of expenditures, income, and expectations (including fund balance). Board was invited to study the given information and ask any questions.

Superintendent Northcott recommended answering the following questions when presenting budget information: How much did the entity begin with? How much did the entity bring in? How much did the entity spend? What is the bottom line? Is the entity functioning within budget?

Director Riddle informed the board that NUES is working with WCSD’s Business Administrator, Jason Watt, and a contracted CPA, Aaron Johnson, to formalize budgeting practices and update outdated systems of accounting.

Director Riddle asked the board to consider the following: What does the forthcoming few years look like without the USBE's assistance for Early Learning coaches?

The current Mental Health Grant will fund NUES's 3 specialists about 2/3, and administrative funds will pay for the rest). Contracted BCBAs and RBT are only partially grant-supported. Because of the success of the programs, Ms. Riddle suggests this can be a sustainable mental health model (with supplemental specialists who are contracted and remote).

Ms. Riddle asked if there were any other questions on budget. There were no further questions.

Legislative Updates: The next item on the agenda was Legislative updates – this morning's JLC meeting was "interesting" (priorities, purpose, preparation).

URSA updates – conference in Richfield in July: Josh Shipp is a keynote speaker; Ms. Riddle noted the offered breakouts seem practical and applicable. At the conference, each board president's district will honor a teacher of the year and an admin of the year. Superintendent Maughan will work with his district to choose one of each from South Summit for this summer's award. (This was later corrected: there is only one Administrator of the year for the conference, and NUES awarded this last year. For the July conference, NUES will award a teacher of the year as chosen by Superintendent Maughan's team.)

NUES is hosting FY25 URSA July 9-11, 2025 in Park City. Dir. Riddle is working with Park City Chamber to find affordable room rates. Jim Knight will be the keynote speaker, and there will be a book included for each attendee.

Supt. Lamborn expressed concern about the state's attendance, particularly those districts who would need to travel long distances to get to Park City. This concern stems from certain regions' tendency to decline to travel for activities. As such, he requested NUES region support in attendance July, 2025.

Supt. Lamborn mentioned that UETN will be taking on the RFP for AI and that Snow college helps students who are taking technical classes achieve an associate degree with the opportunity to gain further training and degrees. Dir. Riddle shared a document describing that offering with LEAs.

UHSAA updates: Superintendent Holmes reported on UHSAA.

Roundtable: Director Riddle asked if there were any items for a Roundtable discussion.

Supt. Lamborn stated interest in hearing ideas on performance pay. USU's Center for Schools of the Future has team performance supports that they are working on with the state (SB 137); Superintendent Woodford mentioned his district's policy of offering a performance bonus for Activities (any state top-3 wins earns a bonus for the coach or teacher)

Director Riddle reminded the board that at the June meeting, the board will vote in new leadership (current Vice Chair Paul Sweat as Board President plus a new Vice Chair) and a new charter voting representative.

Director Steve Williams will attend the June meeting, then he will retire June 30.

Superintendent Holmes motioned to adjourn the meeting. Motion seconded by Supt Young and passed unanimously.

Information:

Next NUES Board Meeting – Tuesday, June 25, 2024 @ 9:30 AM at NUES
URSA Conference – July 15-17, 2024, Richfield, UT
FY25 NUES Board Meeting Schedule proposal

Meeting adjourned.