

NEBO SCHOOL DISTRICT  
BOARD MEETING MINUTES  
Wednesday, June 12, 2024

The Board of Education of Nebo School District met in a Board meeting on Wednesday, June 12, 2024 in the Boardroom of the Nebo District Administration Office located at 350 S Main in Spanish Fork, Utah. The meeting commenced at 3:04 PM. Board members present were President Lisa Rowley, Shannon Acor, Rick Ainge, Christine Riley, John Taylor, Kristen Betts and Shauna Warnick. Staff members present were Superintendent Rick Nielsen, Michael Harrison, Reed Park, Ben Ford, Suzanne Kimball, Alicia Rudd, Dave Rowe, Bart Peery, Matt Gledhill, Mike Larsen, Lindsey Hughes, Seth Sorensen, and Raquel Baum.

President Lisa Rowley welcomed everyone to the Board meeting.

1. Items for Board Action

A. Administrative Appointments

- Shauna Warnick presented the motion to appoint Sarah Brunson as the District Safety and Security Specialist. Christine Riley seconded the motion. All members present voted in favor.
- Shauna Warnick presented the motion to appoint Ien Richins as the Assistant Principal at Maple Grove Middle School. Shannon Acor seconded the motion. All members present voted in favor.
- Shauna Warnick presented the motion to appoint Jessica Ribble as Principal of Santaquin Elementary. Kristen Betts seconded the motion. All members present voted in favor.

2. Board Work Session

A. Discussion of Board Meeting Agenda and Review of Consent Agenda.

- President Lisa Rowley inquired of any questions from the Board members and mentioned that there will be a Closed session after the general board meeting.

B. Board Member Reports

- Shannon Acor reported on her amazing experience at Camp Eagle today. Eileen Quintana does a fabulous job with Nebo's Indian Education program.
- Shannon Acor mentioned the need for more clarity on the criteria for high school Valedictorian and Salutatorian selections. Secondary Director Bart Peery informed the Board that he met with the high school principals. The criteria are a formulated calculation of the students GPA, ACT score, advance placement classes and concurrent enrollment classes. Although they are very similar, each high school has their own unique criteria. For future reference and transparency, each school will post their criteria on their individual school website.
- John Taylor mentioned receiving positive feedback about the high school graduations.
- John Taylor mentioned his attendance at the Delegate Assembly.
- Shauna Warnick inquired of the student travel request to Madison, WI. Secondary Director Bart Peery clarified that two of our recent graduates who helped and participated in Unified Sports were invited to Madison to learn more about the Special Olympics.
- Shauna Warnick mentioned the well vetted USBA priorities.
- Shauna Warnick mentioned her attendance at the Delegate Assembly.
- Shauna Warnick mentioned that the dates for the NSBA Conference are April 4 thru 6, 2025. Registration begins on September 4, 2024.
- Shauna Warnick mentioned the New Board Member workshop on December 7, 2024.
- Shauna Warnick mentioned the new USBA website: [Utahschoolboard.org](http://Utahschoolboard.org).
- Shauna Warnick mentioned the Utah Master Board certification. All Board Members should have received an email invite in April from Megan Mendez/USBA.
- Shauna Warnick reported that the USBA Board of Directors are excited about the upcoming Legislative day in September. Legislators will be observing or teaching a civic lesson to some classes.
- Lisa Rowley mentioned receiving some negative feedback after the Landmark graduation and the unfortunate rainy weather. The Board discussed exploring other options for the

event but also realizes that the Landmark faculty and students are very passionate about having graduation at the Spanish Fork Fairgrounds.

- Lisa Rowley mentioned a phone call from a patron inquiring of Board candidate information. She directed them to the county.
- Lisa Rowley also reported on her opportunity to attend Camp Eagle and suggested that the Indian Education program would be a great option for presenting at USBA and NSBA. The Superintendent mentioned that Eileen Quintana is well known for her program and has presented multiple times within the United States.

#### C. Committee Reports & Board Training

- The Superintendent referred to the Student Educational Travel document and led a discussion on the competitive cheer travel exception request. The Board has reviewed and discussed the request over the past month and expects a heightened emphasis on the following:
  - Coaches should ensure that the activity experience cannot happen for less money or closer to home.
  - Chaperons and volunteers must complete a background check (paid for by Nebo School District) and sign an affidavit that they will travel with the group to and from the event, being officially on duty 24/7 and with the group at all times.
  - Students traveling out of state with the group must travel with the group from the time they leave until the time they return to the high school
  - If a group arrives back at the high school after 11:00 PM, it counts as another day out of school.
  - The group must provide a detailed itinerary for approval and are required to submit a follow up financial report.

At this time, there are no policy change recommendations. The exception request must be presented to the Board by the Principal and Cheer Advisor. Secondary Director Bart Peery will be visiting with the Principals and Cheer Advisors to discuss the Competitive Cheer Exception read by the Superintendent in the Board Meeting. The Exception request will be presented to the Board for official approval in the July Board meeting.

### 3. Items for Board Discussion

#### A. Policy GBC – Employee Code of Ethics and Conduct

- Updated to comply with state and federal laws
- Minor technical updates

#### B. Policy GBEB – Employees Discrimination and Harassment

- Updated to comply with state law
- Minor technical updates

#### C. Policy JDH – Student Attendance

- Updated to comply with state law

#### D. Policy EBC – School Safety & Security

- Update to comply with state law and HB 84
- Limited one-time funds with no ongoing funds allocated

#### E. Items from Superintendent

- The Superintendent invited Associate Superintendent Suzanne Kimball to share the kindergarten trends and the impact of full day kindergarten in 2023-2024.
- The Superintendent invited Associate Superintendent Suzanne Kimball to discuss and share the Sensitive Materials Review flowchart with the Board.
- The Superintendent invited Associate Superintendent Suzanne Kimball to report on the Teaching and Learning Conference. The conference was held at Salem Hills High School. Approximately 800 teachers from elementary and 500 from secondary were in attendance. Math vendors were available for trainings and Amy Miner, an Infocus consultant, presented on well-being and CKLA. The conference was well done, appreciated and positively received.
- The Superintendent mentioned that the School AI contract is in process. It is a 3-year contract at \$4.50 per student. As our schools engage in AI, School AI is the product that we will purchase and train on.

- The Superintendent mentioned the Utah Fits All voucher reimbursement program at \$8,000.00 per child. Business Administrator Michael Harrison will complete and submit the application to be an authorized provider. Nebo District will charge \$1,000 per credit, plus all applicable fees, to any UFA student who wants to participate in a Nebo District course.
- The Superintendent mentioned that the July Board Meeting will begin at 4:00 PM. John Taylor and Shauna Warnick will not be in attendance.

Considering the time and having additional items to cover in the Work session, President Lisa Rowley announced at 5:31 PM that the Work session was temporarily adjourned but would reconvene after the General Board Meeting.

The Board of Education of Nebo School District reconvened the Board meeting at 6:02 PM with the following agenda:

1. OPENING
  - A. Pledge of Allegiance
2. AGENDA APPROVAL
  - A. Approval of Board Agenda
3. CONSENT AGENDA
  - A. Financial Report
  - B. Claims
  - C. Minutes of the Work Session and General Board Meeting held on May 8, 2024.
  - D. New Employees and Separations
  - E. Compulsory Attendance Exemption List
  - F. Requests for Leave Without Pay
  - G. Requests for LAND Trust Amendments
  - H. Student Educational Travel
4. PROGRAM REVIEW AND REPORT
  - A. Recognition of State Champions
  - B. Energy Star Recognition
5. BUDGET HEARING 6:30 PM
  - A. Final Amended Budget for 2023-2024
  - B. Proposed Budget for 2024-2025
6. PUBLIC PARTICIPATION
  - A. Public Opportunity to Address the Board
7. ITEMS FOR BOARD DISCUSSION
8. ITEMS FOR BOARD ACTION
  - A. Consideration of Approval of Final Amended Budget for 2023-2024.
  - B. Consideration of Approval of Proposed Budget for 2024-2025.
  - C. Consideration of Approval of Aptegy Communication Software.
  - D. Consideration of Construction Reimbursement Agreement and Easement with Payson City.
  - E. Consideration of Policy GCBA – Employment and Supervision of Relatives.
  - F. Consideration of Policy GCPC – Employee Retirement Eligibility
  - G. Consideration of Policy GBA – Employee Associations.
  - G. Consideration of Request for Early Retirement Incentive Plans
9. SPECIAL BUSINESS
  - A. Motion & Vote – Board Closed Session
  - B. Board Closed Session (Legal, Property, Personnel and/or Other Closed Session Issues)

President Lisa Rowley welcomed everyone to the Board meeting.

Agenda Item 1: OPENING

Item No. 1A: Pledge of Allegiance – John Taylor

Agenda Item 2: AGENDA APPROVAL

Item No. 2A: Christine Riley presented a motion to approve the Board Agenda as presented. She also indicated that there is need for a Closed session after the General Board meeting. John Taylor seconded the motion. All members present voted in favor.

Agenda Item 3: CONSENT AGENDA

Item No. 3: Shannon Acor reviewed items listed on the Consent Agenda and inquired of any questions from the Board. She then presented a motion to approve the following items listed on the Consent Agenda:

- A. Financial Report
- B. Claims
- C. Minutes of Work Session & General Board Meeting held on May 8, 2024.
- D. New Employees and Separations
- E. Compulsory Attendance Exemption List
- F. Requests for Leave Without Pay
- G. Requests for LAND Trust Amendments
- H. Student Educational Travel

Shauna Warnick seconded the motion. All members present voted in favor.

Agenda Item 4: PROGRAM REVIEW AND REPORT

Item No. 4A: President Lisa Rowley invited Secondary Director Bart Peery and Customer Service Specialist Lindsey Hughes to recognize the following State Champions:

Unified Track & Field – Salem Hills High School

Athlete	Miguel Delgadillo	4 x 100
Partner	Gage Whitehead	4 x 100
Partner	Hank Bufmack	4 x 100
Partner	Bryson Ripley	4 x 100
Athlete	Weston Harry	4 x 400
Partner	Gage Whitehead	4 x 400
Partner	Hank Bufmack	4 x 400
Partner	Bryson Ripley	4 x 400
Athlete	Treyson Barney	Shot Put
Partner	Corbin Yoder	Shot Put
Athlete	Weston Harry	Turbo Javelin
Partner	Cael Gurney	Turbo Javelin
Athlete	Treyson Barney	Long Jump
Partner	Hank Bufmack	Long Jump
Athlete	Claribel Perez	Turbo Javelin
Partner	Abbie Shoutham	Turbo Javelin
Athlete	Emrie Carroll	Long Jump
Partner	Alexa Shutt	Long Jump

Coaches: Haylee Whiteley and Jen Hughes

Track & Field Individual Champions

Banks Jackson	MMHS	200 meters & 400 meters	Boys' Track & Field
Warrick Small	SHS	110 hurdles	Boys' Track & Field
Tyson Pugmire	MMHS	4 x 200 Relay	Boys' Track & Field
Logan Sircable	MMHS	4 x 200 Relay	Boys' Track & Field
Easton Merrell	MMHS	4 x 200 Relay	Boys' Track & Field
Banks Jackson	MMHS	4 x 200 Relay	Boys' Track & Field
Bentley Smith	MMHS	Pole Vault	Boys' Track & Field
Morgan Honsvick	MMHS	Shot Put	Boys' Track & Field

Braxton Shirley

PHS

High Jump

Boys' Track & Field

Girls' Softball Champs – Spanish Fork High School

Alyce Archuleta

Olivia Carroll

Jayeda Carter

Brynlee Daley

Lucy Evans

Tatum Hall

Lia Higginson

Aydree Jacobson

Tennley Lambourne

Anaca Olsen

Kambria Orton

Audrey Overturf

Emrie Pintar

Jade Romero

Linnea Simpson

Baylee Smith

Savannah Staheli

Libby Warner

Brinklee Zeeman

Head Coach: Natalie Jarvis

Asst. Coaches:

Kayla Jones

Whitney Carson

Sara Phillips

Jessica Sipherd

Briley Young (Brotherson)

Boys' Volleyball Champs – Maple Mountain High School

Matheus Borges

Jonny Hair

Taden Hansen

Brody Harrison

Abe Hawkins

Matt Henderson

Taft Hillman

Mac Hillman

Solomon Krommenhoek

Gavin Pricer

Johan Stoop

Manase Storey

Trey Thomaton

Brody Thygerson

Head Coach: Geogg Wright

Asst. Coaches:

Napoleon Galang

Jessica Garcia

Joseph Hillman

Sandra Marks

Greg Simons

Boys' Baseball Champs – Maple Mountain High School

Bennett Averett

Lincoln Beenfield

Logan Bringhurst

Blake Carter  
Braiden Catterson  
Cy Chrisman  
Kayl Cullimore  
Jake DeMaria  
Cole Erickson  
Nash Ferguson  
Cayden Giles  
James Horsley  
Hayden Hyatt  
Reece Johnson  
Chase Johnston  
Sawyer Leifson  
Braden Nuttall  
Dylan Robertson  
Jake Roscher  
AJ Thomas  
Colby Warren  
Nate Wheeler  
Mick Winward

Head Coach: Jeremy Thomas

Asst. Coaches:

Warren Averett  
Alec Carlson  
Billy Hall  
Doug Johnston  
Val Winward

Boy's Track & Field Team Champs – Maple Mountain High School

Matteus Adams  
Connor Allen  
Jacob Allen  
Logan Baird  
Chet Baker  
Spencer Barrott  
Caide Bingham  
Kavika Bringham  
Austin Byers  
McKay Carter  
Trevor Coffman  
Aiden Cope  
Chris Crow  
Spencer Dastrup  
Cardston Davis  
Michael Davis  
Alex Delgado  
Jay Diediker  
Griggin Eggleston  
Russell Fawcett  
Jared Garrett  
Braden Glassford  
Gavin Gull  
Asher Gunderson  
Cole Hammer  
Riley Honsvick  
Caleb Huntsman  
Banks Jackson  
Wesley Jackson

Kai Jackson  
Dayson Keala  
Jared Kober  
Coleton Larsen  
Scott Lewis  
Kaysyn Lockwood  
Tanner Macias  
Tyler Martin  
Samuel McGary  
Easton Merrell  
Preston Merrill  
Denton Mills  
Lancer Mohler  
Landry Nackos  
Kalen Nielson  
Lincoln Mobmann  
Peter Nugent  
Jefferson Packard  
Jaxon Palmer  
Tyler Phelps  
Nathan Pugmire  
Tyson Pugmire  
Levi Rawlings  
Garrett Ray  
Logan Rohatinsky  
Cooper Ross  
Parker Rueckert  
Owen Ryland  
Caleb Showgren  
Logan Sircable  
Bentley Smith  
Spencer Smith  
Landon Smith  
Josh Steingraber  
Abram Sumsion  
Porter Sumsion  
Preston Sumsion  
Tate Sumsion  
Brennon Tippetts  
Clay Tischner  
Max Ulrich  
Simisi Uluave  
Joshua Wilson  
Eli Wood  
Caleb Woolford  
KJ Wyatt  
Owen Young

Head Coach: Jeff Lake

Asst. Coaches:

Brett Andrus  
Alex Knudsen  
Jordan Stevenson  
Jena Rohatinsky  
Marcia Harris  
Brenna Melton  
Clay Denton  
Ian McBride

Item No. 4B: President Lisa Rowley invited Operations Director Matt Gledhill to introduce Christina Ezzel with Cenergistics. Christina presented Nebo School District with the Energy Star Award for excellence in energy efficiency. Thirty-six of the Nebo buildings received the award in 2024. This is the 5<sup>th</sup> year of receiving energy star recognition.

#### Agenda Item 5: BUDGET HEARING 6:30 PM

ITEM No. 5A Final Amended Budget for 2023-2024

ITEM No. 5B Proposed Budget for 2024-2025

Business Administrator Michael Harrison reviewed the Final Amended Budget for 2023-2024 and the Proposed Budget for 2024-2025. He reviewed the salaries and benefits information and mentioned that the beginning teachers salary will be over \$60,000 for next school year. This is a wonderful celebration! Rick Ainge thanked the Finance Department for their continued hard work, dedication, and competency. He expressed his confidence in Michael and Asst. Business Administrator Jesse Hales and the rest of their team for their wisdom and in completing accurate reports. President Lisa Rowley also expressed her thanks and appreciation to the Finance Department.

President Rowley inquired whether any citizens in attendance wished to address the Board regarding the Final Amended Budget for 2023-2024 or the Tentative Budget for 2024-2025.

Rachel Carlsruh, Payson, addressed the Board as part of the Budget Hearing.

Seeing no other citizens who wished to address the Board, President Lisa Rowley declared the Budget Hearing closed.

#### Agenda Item 6: PUBLIC PARTICIPATION

Item No. 5A: Public Opportunity to Address the Board  
No one signed up to address the Board.

#### Agenda Item 7: ITEMS FOR BOARD DISCUSSION

#### Agenda Item 8: ITEMS FOR BOARD ACTION

Item No. 8A: Kristen Betts presented the motion to adopt the Board Resolution adopting and approving the Final Amended Budget for 2023-2024 as presented. John Taylor seconded the motion. All members present voted in favor.

Item No. 8B: Rick Ainge presented the motion to adopt the Board Resolution adopting and approving the Proposed Budget for 2024-2025 as presented. Christine Riley seconded the motion. All members present voted in favor.

Item No. 8C: John Taylor presented the motion to adopt the Board Resolution approving Apptegy, Inc. of Little Rock, Arkansas, as the vendor to provide: (i) a communications messaging application for engaging parents, students, and teachers; and (ii) school website services, to Nebo School District for a period of up to five (5) years in the total amount of One Million Two Hundred Eighty-Two Thousand Eight Hundred Forty-Four and 92/100 Dollars (\$1,282,844.92). Rick Ainge seconded the motion. All members present voted in favor.

Item No. 8D: Christine Riley presented the motion to adopt the Board Resolution approving the Construction Reimbursement Agreement and accompanying Easement between Nebo School District and Payson City for the construction of a city-owned storm drain facility to be built beneath a new parking lot at Barnett Elementary School located at approximately 303 East 400 North, Payson, Utah. Kristen Betts seconded the motion. All members present voted in favor.

Item No. 8E: Shannon Acor presented the motion to approve Policy GCBA – Employment and Supervision of Relatives. John Taylor seconded the motion. All members present voted in favor.

Item No. 8F: Rick Ainge presented the motion to approve Policy GCPC – Employee Retirement Eligibility. Christine Riley seconded the motion. All members present voted in favor.

Item No. 8G: Kristen Betts presented the motion to approve Policy GBA – Employee Associations. Shauna Warnick seconded the motion. All members present voted in favor.

Item No. 8H: Shannon Acor presented the motion to approve the Request for Early Retirement Incentive Plans. Kristen Betts seconded the motion. All members present voted in favor.

President Lisa Rowley announced that all items on the agenda have been covered but that there was need to reconvene the Work Session.

The Superintendent invited Legal Counsel Reed Park to review the Social Media Usage by Public Officials document. The Board had a length discussion regarding Social Media protocol.

#### Agenda Item 9: SPECIAL BUSINESS

Item No. 9A: Consideration of convening a Closed session to discuss matters related to investigations regarding allegations of criminal conduct, and student or personnel issues involving a person's character, competence, or health.

John Taylor presented a motion to convene to a Closed session. Shannon Acor seconded the motion. All members present voted in favor.

President Lisa Rowley announced at 7:22 PM that the Board meeting was temporarily adjourned.

Item No. 9B: The Board Closed session began at 7:24 PM.

President Lisa Rowley announced at 8:36 PM that all items of the Closed session were covered and adjourned the Closed session.

The Board reconvened the Board meeting at 8:36 PM.

President Lisa Rowley announced at 8:36 PM that all items on the agenda were covered and asked for a motion to adjourn the meeting. Shauna Warnick presented a motion to adjourn the Board meeting. Christine Riley seconded the motion. All members present voted in favor.

The Board meeting was adjourned at 8:36 PM.