

**March 26th, 2024 - Wasatch County School District Board of Education Meeting**

*Generated by Kirsta Albert*

**A. Study Session***Members present:*

Board President, Tyler Bluth

Board Vice President, Kimberly Dickerson

Board Member, Marianne B. Allen

Board Member, Tom Hansen

Board Member, Cory Holmes

Business Administrator, Dr. Jason Watt

*Excused:*

Board Member Tom Hansen

Superintendent, Paul Sweat

**A. Site Tour 4:30 p.m.**

*Discussion, Information: 1. CAPS Homebuilding Project, 1285 West Heron Way, Heber, UT*

*The Career and Technical Education (CTE) program at Wasatch High School is notable for its practical approach to teaching construction and homebuilding skills. Students engage in hands-on projects that extend beyond the classroom, offering them valuable experience in various stages of construction. Under the guidance of instructor Doug Kinsman, students receive comprehensive training, equipping them with the necessary skills to enter the workforce or pursue further education in related fields. Kinsman's commitment to his students is evident in his efforts to provide them with practical experience and real-world scenarios. The decision to allocate the completed home to a district employee reflects the program's commitment to supporting the community. This act not only provides housing assistance but also fosters a sense of unity within the district. The continuation of building projects indicates the program's sustainability and potential for growth, ensuring future students will have similar opportunities for learning and contribution. Overall, the CTE program at Wasatch High School serves as an effective platform for developing practical skills and promoting values of empathy and community service among students.*

**Meeting called to order at 5:00 PM by Board President Tyler Bluth**

**B. Study Session (following site tour)**

*Shawn Kelly, the Director of Human Resources and Operations, presented a proposed policy to the Board outlining that new employees would have 5% of their salary automatically deducted and invested into their 401K accounts, managed by URS. However, employees would have the option to opt out by signing a form indicating their decision. The enrollment process would occur during the pre-hire meeting with Kelly, where he would explain the policy and provide the necessary documentation for employees to make an informed decision. The decision not to offer a matching contribution to the 401K accounts was clarified during the presentation. Additionally, the proposed policy aims to address the issue of low retirement savings among employees by making retirement savings more accessible and automatic.*

*The presentation also discussed the importance of educating employees about retirement savings options, as many employees may not be aware of their available benefits. It was noted that URS supports the proposed policy as a means of encouraging retirement savings among employees.*

*Questions were raised regarding the flexibility of the proposed policy, with discussions on whether employees could adjust their contribution percentage after enrollment. Kelly emphasized the importance of the proposed policy in promoting retirement savings, particularly among new hires who may not be aware of their retirement options.*

*In terms of the review process for the proposed policy, it was suggested that a 30-day review period may not be necessary given that the policy primarily affects new hires. The presentation concluded with discussions on the necessity of a review period and the requirements for policy meetings. Overall, the presentation highlighted the importance of promoting retirement savings among employees and proposed a policy to achieve this goal through automatic enrollment in 401K accounts for new hires.*

**Action: 2. 2024-2025 Secondary School Fee Schedule - Tod Johnson, Director of Curriculum**

*Director of Curriculum Tod Johnson presented the secondary fee schedule, which is currently open for public comment. The schedule is subject to two rounds of public review as per state law. Notably, most fees remain unchanged except for AP fees, which have been adjusted. Feedback received so far has varied widely, ranging from concerns about affordability to willingness to pay fees and suggestions for schedule changes.*

*During discussions, it was emphasized that provisions are in place for students facing financial hardship or inability to pay fees. The district aims to ensure that all students can participate in activities regardless of financial circumstances. There was also mention of fee waivers and the importance of understanding qualification criteria, as it may be more inclusive than perceived. It was clarified that middle schools have required fees covering various essentials, while high schools typically have an activity fee alongside optional fees for items like yearbooks and school shirts. Additionally, elective courses and extracurricular activities at the high school level often require additional fees, reflecting the breadth of offerings available to students. The fee schedule will continue to be out for another 30-day review period, during which public comments will be received and considered. Another announcement will be made to inform stakeholders about the opportunity for feedback and encourage participation in the review process.*

**Discussion, Information: 3. Round Table Discussion**

*Director of Elementary Education Stephanie Discher provided an update to the board regarding the recent trip taken by the elementary team, including principals, Superintendent Sweat, and Asst. Superintendent Garrick Peterson. The trip was to Mississippi and focused on a reading initiative that began three years ago, emphasizing the Science of Reading for K through three teachers. By the conclusion of the next year, all K through three teachers will be fully trained in this approach. The trip included visits to schools in the Mississippi Delta region, where despite challenging circumstances, significant progress in reading proficiency was observed. Notably, one school saw an increase in proficiency from 4% to 48%, demonstrating the effectiveness of the implemented strategies. These included setting and tracking goals at the student, team, and school levels, along with the utilization of technology such as Promethean boards. The experience underscored the importance of collective effort and a shared commitment to student success. It emphasized that success is not determined by background or resources but by dedication and effective teaching practices. The trip left a profound impression on the team, reinforcing their belief in the power of collaboration and continuous improvement.*

*The board members expressed appreciation for the update and reflected on similar experiences they had witnessed in other districts. They acknowledged the importance of community and the dedication of teachers in shaping students' futures. They also expressed eagerness for future trips and opportunities to learn from different school districts. Overall, the trip served as a reminder of the transformative impact of dedicated educators and collaborative efforts in improving student outcomes. The board expressed gratitude for the support of such initiatives and reaffirmed their commitment to the success of students and staff alike.*

**C. Board of Education Meeting 6:30 p.m.****Call To Order**

*Meeting called to order at 6:30 p.m.*

Welcome by Board President, Tyler Bluth

## 1. Roll Call of Members

### *Members present:*

Board President, Tyler Bluth

Board Vice President, Kimberly Dickerson

Board Member, Marianne B. Allen

Board Member, Cory Holmes

### *Excused:*

Board Member, Tom Hansen

Superintendent, Paul Sweat

Business Administrator, Dr. Jason Watt

## 2. Pledge of Allegiance

Offered by Board Vice President Kimberly Dickerson

## D. Information/Celebrations

### **Discussion: 1. Wasatch High School - 5A Co-Ed Cheer Competition State Champions**

*The Wasatch High School Cheer Team was recognized by the Board for their outstanding achievement in winning the state championship. Assistant Principal Lana Wright presented, and expressed her admiration for the team's hard work and dedication over the past three years. She highlighted the significant time and effort the cheerleaders put into their training, including weekday practices and weekend competitions.*

*Christina and Tasha, the coaches, elaborated on the transition of cheerleading into a sanctioned sport and the progress the team has made in recent years. They explained the components of competitive cheer routines, including game day material and show cheer routines involving stunts, tumbling, and jumps. The team's success was evident in their achievements at the state and national levels, where they placed third in both categories at the nationals held in Anaheim, California.*

*The coaches attributed the team's success to their passion for the sport and the unique bond they share as alumni of Wasatch High School. They expressed gratitude for the opportunity to give back to their alma mater and inspire future generations of cheerleaders. Board members also commended the team and coaches for their remarkable achievements, reflecting on the program's growth and evolution over the years. They expressed pride in the team's accomplishments and wished them continued success in the future. Additionally, it was mentioned that one cheerleader had earned a spot on the University of Utah's cheer team, and several others were exploring opportunities for college cheerleading or other endeavors after high school. Overall, the recognition served as a testament to the dedication, talent, and teamwork of the Wasatch High School Cheer Team and underscored the positive impact of their efforts on the school community.*

### **Discussion, Information: 2. Wasatch High School 2024 Regional Sterling Scholars**

*Wasatch High School Assistant Principal Lana Wright and Sterling Scholar advisor Stephen Reynolds presented the achievements of the 2024 Sterling Scholars, noting how involved and accomplished these students are across various fields, from academics to extracurricular activities. The rigorous selection process and the support from faculty members indicate a strong commitment to nurturing talent and preparing students for their futures.*

*Waylon Giese, the Sterling Scholar in Computer Technology, described how the interview process both challenges and rewards students for striving for excellence. His involvement in a multitude of activities, including water polo, JROTC, and music, highlights the well-rounded nature of the students being honored.*

*Overall, the Sterling Scholar program is a testament to the dedication of both students and educators in fostering a culture of achievement and growth at Wasatch High School.*

**The full list of Sterling Scholars for the Class of 2024:**

Agricultural Science, Rachel Neff  
 Business & Marketing, Sydney Horner  
 Computer Technology, Waylon Giese  
 Dance, Saige Kemp  
 English, Siena Partridge  
 Family & Consumer Science, Elayna Knowles  
 Instrumental Performance, Preston Heath  
 Mathematics, Clint Bosshardt  
 Science, Wyatt Stirling  
 Skilled & Technical Education, Abigail Greenwell  
 Social Science, Ephraim Cieslewicz  
 Speech/Theatre Arts/Forensics, Isaac Reynolds  
 Visual Arts, Ella Green  
 Vocal Performance, Mia Walker  
 World Languages, Jane Woolley  
 General Scholarship, Evan Baird

**E. Community Comment**

Discussion, Information: 1. Public comments will be accepted for approximately twenty (20) minutes. Each speaker will be allowed a maximum of two (2) minutes.

*No community comment offered*

**F. Consent Items**

**Action (Consent): 1. Consideration of Consent Items**

**Resolution: Consideration and Approval of Consent Items E 2. - E8.**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent), Minutes: 2. School Board Meeting Minutes - February 27, 2024**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 3. Employee Separations**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 4. Employee New Hires**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 5. Financials**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 6. Home School Affidavits**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 7. School Choice**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action (Consent): 8. Staff or Student Travel**

Motion by Marianne B Allen, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**G. Action Items**

**Action: 1. Consideration to Approve the Asphalt Maintenance Bid - Zach Bredsguard, Maintenance Supervisor**

*This is an action item to approve asphalt maintenance for FY'25*

*Mr. Bredsguard presented bids for asphalt maintenance for the upcoming fiscal year. The bids were for slurry seal on parking lots and playgrounds at Heber Valley, the entire south side of the high school, and some patchwork at JR Smith. Morgan Pavement was the lowest bidder at \$83,960, which is under the budgeted amount of \$105,000. Zach explained that some of the work is covered by funds from last year's grease trap project, so the overall cost came in under budget. The board discussed the bid process, confirming that all companies bid on the same specifications outlined in the request for proposal (RFP). They also discussed the reliability of Morgan Pavement, noting that they have worked with them before and found them to be a good company to work with. Ultimately, the board unanimously approved accepting the bid from Morgan Pavement for the asphalt maintenance project. It seems like a smooth and cost-effective process for ensuring the upkeep of the school's asphalt surfaces.*

Motion by Cory Holmes, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action: 2. Consideration to Approve the Retirement Auto Enrollment Policy - Shawn Kelly, HR/Operations**

*Mr. Kelly presented a Retirement Auto Enrollment Policy regarding the URS retirement fund for brand new employees. Under this policy, new employees will have 5% of their own funds put into their 401k, with the option to opt out through a signature. Mr. Kelly will have one-on-one discussions with new employees to explain the policy in detail. After discussing the policy in a study session, the recommendation is to pass it as is, as it will only affect new employees. The board then entertained a motion, which was moved and seconded, followed by a unanimous vote in favor of passing the policy.*

Motion by Kimberly Dickerson, second by Marianne B Allen.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action, Discussion, Information: 3. Consideration to Approve the Canal Relocation Agreement - Shawn Kelly, Director of HR/Operations**

*Mr. Kelly presented a proposal regarding the canal relocation at the site of the new high school. The proposal involves putting precast bridges over the Sage Creek canal, which runs near the new high school land. This alteration does not involve rerouting the canal but rather entails installing precast bridges under the road on Sixth West Street, which is on the east side of the property. The purpose of these precast bridges is to facilitate the passage of the canal under the road. The contract for this project is standard for such infrastructure alterations. Mr. Kelly recommended approving*

*the contract to install these precast bridges according to the plan for the new school, explaining this step will ensure the proper infrastructure is in place for the construction of the new high school, particularly in managing the canal's flow while accommodating the road.*

Motion by Kimberly Dickerson, second by Cory Holmes.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**Action: 4. Consideration to Approve the MTECH Purchase and Sale Agreement - Jason Watt, Business Administrator**

*The agenda item concerns the consideration to approve the purchase contract of sale for a portion of the property connected to the school, which lies between the school and MTECH. After determining the exact property boundaries and MTECH's plans, Jared Anderson has been extensively involved in negotiations with MTECH and the engineers to define the land usage. The contract involves MTECH purchasing 3.95 acres of property from the school for a price of \$522,000. This purchase contract reflects ongoing negotiations aimed at facilitating MTECH's building approval and construction process with some district participation. Additionally, MTECH will contribute to the costs of certain roads adjacent to the property. The recommendation is to approve this purchase contract, which represents a step forward in the collaboration between the school and MTECH.*

Motion by Cory Holmes, second by Kimberly Dickerson.

Final Resolution: Motion Carries

Yea: Cory Holmes, Tyler Bluth, Marianne B Allen, Kimberly Dickerson

**H. Board Report**

Discussion, Information: 1. National School Boards Association Conference - April 5-8, 2024

Board Member Allen noted she had some engaging discussions and experiences at the regional USBA dinner, where they discussed setting Joint Legislative Committee (JLC) priorities starting in April. She also mentioned their role on the executive committee of USBA, highlighting their commitment to advancing education policies. Regarding the legislative session, Board Member Allen noted the significant number of bills passed, including over a hundred related to education. They acknowledged the challenges these legislative changes bring to educators and administrators but emphasized the importance of collaboration between legislators and education experts for better outcomes for students. The conversation then shifted to upcoming events, such as an interlocal regional planning meeting and the ROTC ball, which Board Member Allen expressed excitement about attending. Vice President Dickerson shared their recent activities, including involvement in schools and events like the Spelling Bee.

**J. Adjournment**

Action, Procedural: 1. Adjourn Meeting

**K. Executive Session**

Information: 1. Section 52-4-5 of the Open Meetings Act identifies the topics that may be discussed in a closed meeting. Discussion to purchase, exchange or lease of real property; character, professional competence, or physical or mental health of an individual; pending or reasonably imminent litigation; and or collective bargaining.