

September 2025 Board Meeting
Meeting Location: District Office and Virtual
Meeting Date: September 23, 2025

Members present

Nan Barton, Colleen Benally, Ron T. Nielson, Lucille Cody, Don Mose III

Others present

Superintendent Dr. Christine Fitzgerald, Business Administrator Jacob Swanson, Human Resources Director Laura Palmer, Paul Murdock, Spencer Singer, LT Erickson, Jeanna Grover, Jared Brown, Dr. Derek Begay, JJ Grover, Jeff Fitzgerald

A. Approval of Agenda

1. Approve Agenda - 3:00 pm

Motion to Approve the Agenda.

Motion by Don Mose III, second by Lucille Cody.

Final Resolution: Motion Carries

Yea: Colleen Benally, Ron T Nielson, Lucille Cody, Don Mose III

Not Present at Vote: Nan Barton

B. SJ Quest Update

1. Spotlight Report- Mentoring Program - Christy Fitzgerald- 3 min

Superintendent Fitzgerald shared new initiative in district re Master Mentor program to support new teachers entering district; selection by district admin; observational form not submitted, but collaboration form is submitted in an effort to avoid evaluative mindset commended HR director for efforts in developing the support program timeline - 1st and 2nd semester evaluation

C. Board Discussion Items *(Note, discussion items not discussed before 5PM break will be discussed later in the agenda at the board's discretion)*

1. CTE – National Skills USA Competitors and Champion – Jeanna Grover – 3 min.

Jeanna Grover updated the board on results of recent CTSO and FBLA events and competitions. She thanked the board for their support, noting scholars who competed at Nationals during the summer. Elsie Grover qualified for Extemporaneous Public Speaking at Nationals and shared her experience with the Board.

2. Medical Anatomy & EMT Spend Plan Revisions – WHS, SJH, MVHS, MHS, NMHS – 1st viewing- Jeanna Grover 5 min.

Jeanna Grover shared requested adjustments for proposed spend plans for a first viewing.

3. PBIS Substance Use Prevention 2025-2026 Plans – Spencer Singer – 5 min.

Spencer Singer shared updates for the MHS, MCHS and SJHS' PBIS Plans for the board's review. PBIS plans include substance abuse remediation plans and behavior plan outlines. Plans were updated per state requirement and reviewed by student leadership, selected faculty and staff and school administration prior to submission to board.

4. Quality Teacher Incentive Program (QTIP) Annual Update – Dr. Derek Begay – 5 min.

Dr. Derek Begay shared an update on successes and challenges of the QTIP program, including steady increase of teaching staff in all but one of the schools with 14 or more years' experience, positive retention outcomes, and an increase of Native American teacher staffing.

5. 2025-2026 SJSD TSSA School Plans & TSSA Amendment – Dr. Derek Begay & Paul Murdock – 5 min

Dr. Derek Begay and Paul Murdock shared TSSA School Plans and TSSA Amendments with the board, requesting approval in the action items later in the meeting.

6. LEA Specific License(s) and Endorsement(s) Request - Laura Palmer - 5 min.

Human Resources Director shared the list of proposed Licenses and Endorsements, highlighting that there is only one individual requesting a license, and has already received an associate license. She noted positively that the list has decreased this year, and there is continual progress.

7. Stakeholder Surveys – Laura Palmer 8 min

Laura Palmer shared changes to the Stakeholder Survey questions and frequency of surveys. The updated surveys would not be anonymous, in an effort to increase transparency regarding improvements and feedback to parent/guardian/teacher. The updated survey aligns better with the new evaluation system outlined by the State Office of Education, and will allow for more constructive and specific input from stakeholders.

8. Teacher Merit Award Pilot – Laura Palmer – 8 min

The intention of the voluntary Teacher Merit Award (TMA) program is for districts to recognize top performing teachers and achievement growth in high poverty schools. Links to the evaluation criteria and award guidelines is included for the board to review.

9. Strategic Planning Updates & Discussion – Christy Fitzgerald – 5 min

Superintendent Fitzgerald shared updates on the progress of the Strategic Planning team and provide input toward designing the final strategic plan. She noted that implementation teams will be the next step.

10. Blanding Elementary School Update - Jacob Swanson - 5 min.

Business Administrator, Jacob Swanson, provided a brief update on the progress of the Blanding Elementary School construction project.

11. Capital Follow-up - Jacob Swanson - 5 min

Business Administrator, Jacob Swanson, will provide an update on the Entryway Projects at Montezuma Creek Elementary School and San Juan High School.

12. NAFIS/Impact Aid Advocacy Report – Jacob Swanson – 5 min

Business Administrator Jacob Swanson will provide an update on the Washington, D.C. trip, along with Paul Murdock, advocating for continued Impact Aid support from the Utah Congressional Delegation.

D. School/Director - Board Reflection Opportunity 4:00 p.m.

1. Monument Valley High School Report - Principal Terri James - 10 min.

Principal Theresa (Terri) James shared the main goals for MVHS, celebrating that their school had a great community turnout of approximately 300 people at Back to School Night, CCR Day was also attended by approximately 120 people, there is increased participation in Sports and Clubs, and staff members have embraced the school vision and work. Some challenges include: Attendance concerns, focus on academic growth needs, and transpiration, road and weather conditions that affect families.

2. Tse'bii'nidzisgai Elementary School Report - Principal Heather Amado - 10 min.

Principal Heather Amado shared the main goals for TES, Including consistent data meetings with a focus on student growth, positive PLC meetings and increased intervention systems.

Celebrations include community partnership, Safe Schools discussions, Career Fair at CCR Day, and new math curriculum.
Some challenges include registration processes, need for more parent involvement, need for coaching support and need for Navajo Language support.

E. Break - @ 5:00 p.m.

F. Welcome and Recognition of Guests - 6:00 p.m.

G. SJ-2 Recognition Awards

1. San Juan Sweet Job Award: Harrison Miles - MVHS

2. San Juan Sweet Job Award: Amanda Lincoln - TES & MCES

H. Citizen Comments

1. Citizens' Comments

No citizens comment.

I. Closed Session (At Board Discretion, Closed Session may be Moved)

1. Purchase, exchange or lease of real property

2. Litigation

Motion to go into Closed Session to discuss Litigation.

Motion by Don Mose III, second by Lucille Cody.

Final Resolution: Motion Carries

Yea: Colleen Benally, Nan Barton, Ron T Nielson, Lucille Cody, Don Mose III

3. Personnel

4. Security

J. Consent Agenda

1. Minutes

- 2. Revenue Reports**
- 3. Expenditure Reports**
- 4. School Expenditure Reports**
- 5. Personnel Report(s) and Information**
- 6. Monthly Checks**
- 7. Board Travel Reports**
- 8. Home School Letters of Intent**
- 9. Student Hearings**
- 10. SJSD Revised School Spend Plans**
- 11. Fall 2026 Activity Reports and 150 Mile Forms**
- 12. School Land Trust Amendments**
- 13. Approval of all Consent Agenda Items**

Motion to approve the consent agenda

Motion by Ron T Nielson, second by Don Mose III.

Final Resolution: Motion Carries

Yea: Colleen Benally, Nan Barton, Ron T Nielson, Lucille Cody, Don Mose III

K. Possible Action Items

1. 2025-2026 SJSD PBIS Substance Use Prevention Plans

Motion to approve the 2025-2026 SJSD PBIS Prevention Use Plans for San Juan High School, Monument Valley High school, and Monticello High School.

Motion by Lucille Cody, second by Nan Barton.

Final Resolution: Motion Carries

Yea: Colleen Benally, Nan Barton, Ron T Nielson, Lucille Cody, Don Mose III

2. 2025-2026 SJSD TSSA School Plans & TSSA Amendment

Motion to approve the 2025-2026 SJSD TSSA School Plans and the proposed amendment to the TSSA Framework.

Motion by Don Mose III, second by Ron T Nielson.

Final Resolution: Motion Carries

Yea: Colleen Benally, Nan Barton, Ron T Nielson, Lucille Cody, Don Mose III

3. LEA Specific License(s) and Endorsement(s)

Motion to approve LEA Specific License(s) and Endorsements(s) as presented.

Motion by Nan Barton, second by Lucille Cody.

Final Resolution: Motion Carries

Yea: Colleen Benally, Nan Barton, Ron T Nielson, Lucille Cody, Don Mose III

L. Information Items

- 1. Next Board Meeting October 14, 2025 @DO/Virtual**
- 2. September 24, 2025 SJSD Civics/Constitution Day – San Juan High School**
- 3. September 25-27, 2025 USBA Leadership Conference**
- 4. October 2, 2025 USBA Regional Meeting @ Grand School District – 6pm**
- 5. Fall Break, October 10, 2025**
- 6. Teacher Work Day, October 13, 2025**

M. Adjournment

1. Adjournment



Board Officer

District Administrator