

PUBLIC HEARING NOTICE

NOTICE IS HEREBY GIVEN that the Lake Mountain School District Board of Education will hold a public hearing on November 25, 2025, at 6:10 p.m. MST.

The hearing will be held in the Saratoga Springs City Council chambers located at 1307 N. Commerce Drive, Suite 200, Saratoga Springs, Utah, 84045.

The purpose of the public hearing is to receive public comment regarding Lake Mountain School District Board of Education compensation. The compensation options are posted for patrons to examine.

The public is invited to attend and provide comments, with a time limit per speaker of 3 minutes. Written comments can be submitted via email to nfike@saratogasprings-ut.gov or mail to Care of City Recorder, 1307 N. Commerce Drive, Saratoga Springs, Utah 84045 by November 21st to be distributed before the meeting. Individuals needing disability assistance to participate should notify Nicolette Fike at nfike@saratogasprings-ut.gov at least 2 days in advance.

Board Compensation Framework

Lake Mountain School District

Option A: Immediate Adoption Model

Under this option, the board compensation begins immediately, in full, using a per-student rate multiplied by district enrollment, combined with district-paid family health benefits.

- Base rate: \$0.35 per student per year
- Current enrollment: 25,666 students
- Estimated annual pay per board member: $\approx$ \$8,983 per year (\$749 per month)
- Total board compensation (7 members, including benefits): $\approx$ \$200,000 per year
- Percent of transitional budget: $\approx$ 13.6 %

This option allows the board to adopt a permanent compensation model aligning compensation with the size and scope of the new district while maintaining parity with comparable Utah districts. Specific insurance benefits to be defined and adopted in a required, separate policy.

Option B: Transitional Model

This option prioritizes fiscal restraint during the start-up period by deferring full implementation of the new model until the end of the transitional period: December 2025 - June 2027.

- Board members will receive no health insurance benefits or cash-in-lieu option provided during the transition period
- Interim pay rate: Adopting the Alpine School District current stipend of \$1,000 per month per board member
- Estimated total cost: $\approx$ \$84,000 per year

- Percent of transitional budget: $\approx 5.7\%$

This approach allows the district to reserve additional transitional funds for startup costs, staffing, and infrastructure while still providing a fair, temporary stipend for elected board service.

On July 1, 2027 the board compensation will switch to the peer group based, per-student model with additional benefits beginning at that same time. Specific insurance benefits to be defined and adopted in a required, separate policy.

Background

The Lake Mountain School Board is required to immediately establish its own compensation structure. Rather than selecting arbitrary figures, this framework uses a data-driven, transparent, and equitable process to ensure long-term consistency and scalability.

Process

A comprehensive dataset was compiled for all Utah school districts including:

- Student population
- Socioeconomic context
- Geographic and demographic information
- Benefits, stipends, and compensation practices

Analysis found no statistical correlation between board pay and district size, income, or region. To create a fair and reasonable standard, a peer group of similar-sized Utah districts (15,000–40,000 students) was used to establish an objective benchmark.

Peer group districts include: Cache, Wasatch, Provo, Weber, Washington, Nebo, and Canyons.

To create the model, a simple calculation was made for each district: salary divided by student population. Then the calculated rates from each peer district were averaged to create an average pay/population of \$0.35.

This calculated average rate allows this model to be a data-driven, fair pay for our district, directly informed by what others in our state are using.

Scalability Over Time

This model is designed to adjust naturally as the district grows. Each year, the same base per-student rate is applied to the current student population.

Inherently adjusting the pay over time keeps pay fair and consistent with size, complexity and correlated workload while not consuming additional board attention and time.

Model Summary: Annual Pay = Base Rate X Student Enrollment

Benefits

Board members will receive district-issued technology (e.g., laptop or tablet) as well as reimbursement for approved travel and training.

Specific health benefit details will be finalized through a public policy adoption process in a future open board meeting. For reference, the cost estimates in this document were based on the common Utah district practice of board members receiving district-paid family health insurance coverage.

Prepared for: Lake Mountain School District Board of Education

Date: November 2025

Effective: December 2025