



School Board Meeting Minutes

Tuesday, November 18, 2025 at 6:00 PM

North Sanpete School District

220 East 700 South

Mt. Pleasant, Utah 84647

1. BUSINESS ITEMS

In attendance are: President Rich Brotherson, Vice President Jeremy Madsen, board members Greg Bailey, Stacey Goble, Joseph Cook. Others in attendance are Superintendent O'Dee Hansen, Assistant Superintendent Rena Orton, Business Administrator Tammy Jorgensen, New Business Administrator Koby Willis, Accountant Bryce Warby, Secretary Melanie Lee, Principals Christy Straatman and Natalie Stansfield, UEA Representative Cindy Johansen, Richard Tree, Tisha Young, Angela Thompson, Lacey Rosenlof, Cheryl Hadley, Dallan Sagers, Doug and Melissa Spencer, Mylee Cook, Harley Olson, Rylee Stewart, Kaylee Youd, Teya Bailey, Jori Turpin, McKenzie Madsen, Rickie Stewart, and Julie Reese. Principal Jeff Ericksen arrived at 7:10 p.m.

A. Prayer

Meeting began at 6:00 p.m. Business Administrator Tammy Jorgensen offered the prayer.

B. Pledge of Allegiance

President Rich Brotherson led the pledge.

C. Board Recognition and Board Reports

Principal Straatman recognized and celebrated the high school volleyball team for their state championship, noting that the way they carry themselves has set the tone for great things to come. They are winners both on and off the court, and she thanked them for proudly representing the school

and giving the community such an amazing reason to celebrate. She also highlighted the incredible coaching staff, whose leadership has elevated the program while teaching accountability, hard work, and invaluable life lessons.

Mrs. Stewart shared that the players were overwhelmed by the tremendous support from both the school and the wider community—support that carried them through the season and all the way to the state championship game. She emphasized that these players are not just exceptional athletes; they are outstanding human beings, something everyone can be incredibly proud of. She expressed how impressed she was with their composure, decision-making, and fearlessness. Every challenge that came their way was met together, as a team, with no drama.

Coach Stewart also highlighted a promise she made years ago to the middle school principal, Randy Shelley, that she would do everything she could to ensure any student who wanted to learn volleyball would have the chance to play. That commitment became the foundation of the feeder program—an effort that has clearly strengthened the program and contributed to its success.

The coaches described what a joy it was to be in the gym with them each day and expressed gratitude for the remarkable turnout at the state championship. She said she was proud of the community and proud to say she is from here. She thanked everyone who cheered in person and those who watched online—including from classrooms. One person even said, “Thank you for showing us that we can be excellent.” We’ve shown that we can expect it and go get it.

Tyler Bailey compiled impressive season statistics:

- 32–0 record, with only two sets lost all year
- Average set score: 25–15
- Outscored opponents by more than 1,000 points

Their mindset was always “next ball,” and the entire experience is something they will never forget. The outpouring of support—from fire crews, ambulance staff, and others—showed what this community can do when it comes together.

She concluded by giving full credit to this exceptional group of girls. They worked incredibly hard in the gym every day, but just as important were the sacrifices they made off the court—in the weight room, in their lifestyle, and in their commitment to being better. As she said, “A rising tide lifts all boats.”

Assistant Coach Jori Turpin added that this group consistently goes above and beyond. They were never negative toward one another, and the parents fully trusted the process—allowing the coaches to do their jobs without interference. She also shared how much she loves coaching this team.

Mr. Bailey and father of one of the volleyball players celebrated these incredible girls tonight, along with some of the girls not here who are playing in a basketball game. They are all remarkable athletes, a testament to the dedication of the coaches—both current and those from past years—who have built this program. Many of these players have been playing together since 4th grade. He also recognized the underclassmen who didn’t see game time this year but were on the bench, attending every practice and helping their teammates improve. We had more fans in the stands than 5A and 6A state championship teams. Our feeder programs take a lot of time and effort, but they truly make a difference.

Ms. Johansen celebrated Coach Stewart, a coach who welcomes every student in middle school who wants to try out for the team. She gives every player a chance to participate and grow. You can even see the impact beyond the court—students are motivated to do better in school because they want to be part of her team.

Mrs. Goble also celebrated the volleyball team, highlighting their outstanding example both on and off the court and noting how this championship has positively impacted the community.

Mr. Brotherson noted that this speaks volumes about the teams character. They are true winners in every sense.

Mr. Madsen recognized the Veterans Day programs at the elementary schools, especially Fairview Elementary where students interviewed veterans and 6th graders created portraits of them. He also acknowledged a former employee,

Carole Church, who passed away this week, highlighting the important role she played in the school and community, offering condolences to her family, and celebrating the wonderful person she was.

Mr. Bailey highlighted the Veterans Day program at Fountain Green Elementary, noting that it was held both during the day and again in the evening—with standing-room-only attendance at the dinner.

Mrs. Goble recognized the Halloween Parades as well as the Mt. Pleasant Elementary Veterans Day program, highlighting the little children singing the national anthem—a truly touching moment.

Mr. Cook also celebrated the Veterans Day programs and recognized the undefeated volleyball team, noting how Coach Stewart elevates everyone around her, including other coaches. He shared an interesting historical anecdote: 164 years ago today, Abraham Lincoln visited the presidential library and checked out a Book of Mormon. He expressed his love for both his country and literature. He will be taking 14 students from NS to visit all school libraries to ensure they have both a King James Version of the Bible and a Book of Mormon. He emphasized that when parents teach their children, it helps teachers educate their students more effectively.

Mrs. Jorgensen also recognized Carole Church, reflecting on how working alongside her, learning from her, and sharing those moments has been a life-changing experience. She highlighted the Mt. Pleasant Elementary Veterans Day program, noting how every year it pulls at your heartstrings and is very special. She also spoke about volleyball, describing it as an “addicting” sport, where the commitment, support, and enthusiasm generated on the court can flow into other programs and sports—encouraging that positive energy to spread to everyone.

New Business Administrator Koby Willis wandered through the high school and noted the strong correlation between student participation in extracurricular activities and improved academic performance. He expressed excitement about being part of the community and enthusiasm for what

can be accomplished together.

Mrs. Orton celebrated the Veterans Day programs and recognized Carole Church. She also highlighted the many food drives, noting how much food was donated to the food bank, and praised the community for its generosity. She thanked everyone who worked hard to make these efforts possible.

Mr. Hansen recognized Carole Church who passed away this week, as well as Tammy Jorgensen, who has given her all—her heart, dedication, and care—to this district, its students, and their experiences. After 36½ years of service, words will never be enough to fully express our gratitude.

Mr. Brotherson reflected on everything happening in our community: the Veterans Day programs, the dedication of people like Carole Church, and the achievements of our state championship volleyball team. We are truly fortunate to have all of this.

2. BOARD PRESENTATIONS

A. School Report

Superintendent Hansen and Transportation Supervisor Dallon Sagers presented regarding the Transportation Department.

Transportation Report

- Data
 - 21 buses running routes (some multiple routes a day)
 - 3 new routes in last 3 years
 - 3 new buses in last 3 years
 - 4 activity buses
 - 3 spare buses
 - 28 total buses
 - 6 of those buses are over 200,000 miles
 - 3 buses will be over 250,000 by the end of the year
 - 3% increase of ridership per year . . . about 55

- students each year
 - approximately 51% of student population is bus eligible
 - 47% the year before
 - 332,911 bus miles for 2024-2025
 - Services performed:
 - 5,000 miles: oil change, grease and inspection
 - 25,000 miles: transmission filters, fuel filters, air filters, plus those listed above
 - 50,000 miles: crankcase, air dryer, plus those listed above
 - 75,000 miles: transmission drain and refill, plus those listed above
 - bus garage mechanics also work on over 44 other district vehicles, ATV's, mowers, and tractors
 - 86,636 fleet miles
 - this does not include drivers ed, maintenance trucks and admin cars
- Needs
 - shop is inadequate for growing needs
 - was built when we had far fewer vehicles in the district
 - need more room for equipment required to perform tasks
 - bus hoist is UNSAFE:
 - has been repaired over the years and is failing constantly
 - we have had several incidences when the hoist has failed while a mechanic is under the bus (have other supports)
 - quit using Monday
 - bus parking has been expanded because there wasn't enough room to house all of the parked buses
 - bus eligible population will continue to grow
 - buses are getting older with more miles, and more people are moving outside of the school "walk zones"
- Solutions
 - new bus hoist

- just over \$301,000
- will require 3-phase power
- about 12 months out to be installed
- build new steel structure to the south of current bus garage (or other options)
 - 4 bay garage with several lifts
 - \$354,000 for just the building and insulation
- replace two to three buses a year instead of one to two
 - we are behind on our replacements
 - didn't replace a bus for about 5 years

Current Challenges

- Maintenance Improvements
 - In the last three years, Dallan has addressed repairs that had not been done in the previous 15 years
 - Example: Fuel tank on a bus had rotted away—cost \$2,800
- Equipment & Productivity Issues
 - Previously used a set of hydraulic lifts; efficiency and productivity have dropped since we lost access
 - Lack of a jack—urgent need for one
 - Consideration of a pit or other options for servicing buses
 - DEF tanks and other parts located on sides of buses make access challenging
 - Mobile hoists cannot fit with current bus layout—would reduce productivity by 50%
 - Estimated cost to relocate hoists: \$70,000–\$100,000 (cannot use in new spot); \$200,000 could be transferred to new building
- Repair & Service Work
 - Repairs cover all areas: services, tires, suspension checks, and additional steps required
 - Recent work completed primarily in the shop; activity buses used temporarily for routes

- Outsourcing possible but significantly more expensive
- Mechanic Staffing & Operations
 - Dallon handles routes, parts, and assists secretary
 - Full-time mechanic is essential to current operations
 - Mechanics currently drive bus approximately three times per month
- Bus Fleet Status
 - Buses range from 2008–2014 with 250,000+ miles
 - Some under 100,000-mile warranty; discussion of 10-year warranty was raised
 - Warranty work may require dealer service or dealer visit to site
 - Two new buses pending delivery; one needs a new brake solenoid (part on order), another waiting for parts—both have been in Salt Lake City for 5 weeks
 - Concern about potentially needing to replace six buses in a single year
 - Additional routes necessitate keeping older buses in service
 - Recommendation is to purchase extra buses to avoid future delays
- Other Notes
 - Oil furnace is paying for itself; outside oil accepted if clean (no advertising planned)

3. PUBLIC PARTICIPATION

A. Mr. Tree would like to discuss student numbers.

A community member and former teacher, Richard Tree, raised a question at a board meeting a few months ago about how our per-pupil expenditure compares statewide. He found the following information on the state website for the 2024 school year:

- NSSD: \$13,752 per pupil
- Other districts: \$11,703 per pupil

This is approximately \$2,000 higher than the state average.

Questions were raised about whether factors like building costs or smaller district sizes are included.

Other context:

- Our per-pupil expenditure hasn't varied much over the last 15 years.
- Student-to-teacher ratios:
 - 18 students per teacher currently
 - 17 students per teacher five years ago
 - 19 students per teacher ten years ago

The intent is simply to share the information with the board, without judgment or assigning value. It's also worth noting the administrator-per-student ratio.

4. CONSENT CALENDAR

A. Approval of Minutes, October 21, 2025, and November 7, 2025

B. Financial Report and Payment Request

Mrs. Jorgensen presented:

1. Financial Reports.
2. October invoices that have been paid.
3. Will be updating the budget due to taxes not passing, which resulted in the loss of capital funding; the impact will be felt, but the rest of the numbers remain strong and were reviewed in detail
 - a. M&O funding won't change significantly, though state reimbursements will be slightly lower—nothing of major concern
 - b. Insurance costs are a bit higher than originally budgeted
4. Audit: reached out today with a few additional items needed; progress is moving along well
 - a. spoke with James Gilbert today, and as far as Tammy knows, everything is on track
5. Workers' compensation - other districts (Duchesne and Box Elder) are going outside to get their own coverage
 - a. We currently get coverage through the state (WCF) and may need to consider another option moving forward
6. Shared use agreement between the district and

Fairview, Fountain Green, Mt. Pleasant, Moroni and Spring City, dated September 22, 2015, was given to board members

7. Received EMI security deposit back, \$217,583.08

C. Board Levy Changes for Secondary Schools

The State Legislature eliminated student fees in schools.

- Request submitted to increase fees:
 - High School: from \$40 to \$55 per student
 - Middle School: from \$10 to \$15 per studentThese funds are intended to cover school-related fees.
- Schools can no longer charge student fees, including activity cards, so the district must absorb the lost revenue
- Revenue lost: \$65 per student (\$40 school fee + \$25 activity fee)
- Proposed increases: \$15 per high school student, \$5 per middle school student
- Other high schools bill the district for student fee waivers
- Previously, NSHS received a leeway check that went toward fee waivers, with the remaining funds supporting athletics—this was before the activity card revenue was lost
- The state will provide a reimbursement over the next three years at decreasing rates:
 - Year 1: 50%
 - Year 2: 30%
 - Year 3: 20%
 - Year 4 onward: 0%
- Additional Fee Considerations
 - Discussion underway about adding a fee for non-gated sports to help pay for officials (would be added to the spend plan)
 - Other districts supplement sports programs in this way
 - Questions include:
 - Do we refund students who purchased the game day pass and allow all students free

- entry?
 - Should this take effect for FY26 or FY27?
 - Current year funds are available to cover this.
- Revenue & Budget Impact
 - FY25 losses at the high school:
 - General school fee: \$28,000
 - Activity fee: \$16,000
 - Investment funding is being used to help cover fees
 - Current year is ahead because volleyball and football gate receipts are higher
 - Game day passes cannot be fully refunded if some students have already paid
 - Options:
 - Reimburse half of the game day pass
 - Give credits to those who paid for the second semester
 - Follow-up in June board meeting where we ended up with this
 - The year started with a negative \$3,000 balance due to officials
 - Exploring other revenue options, such as concessions or better snacks
 - Booster club funds cannot be used for athletics; it is a separate account

Motion to approve Board Levy Changes for Secondary Schools

Moved by: Rich Brotherson

Seconded by: Greg Bailey

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Carried 5-0

- D. Adoption of Agenda
Motion to approve agenda

Moved by: Greg Bailey

Seconded by: Jeremy Madsen

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

5. BOARD VISION /GOALS

- A. Board Member Training
Mr. Brotherson skipped this agenda item

6. PERSONNEL SERVICES

- A. Resignations or Retirements
Letters of Resignation from Lindsay Beesley, Michelle Lee and Susan Keller were presented to the board.
Motion to approve letters of resignation

Moved by: Stacey Goble

Seconded by: Joseph Cook

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

- B. Substitute, Certificated and Classified Positions
- C. New Business Administrator
Motion to approve new Business Administrator, Koby Willis.

Moved by: Rich Brotherson

Seconded by: Joseph Cook

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

7. SUPPORT SERVICES

A. Capital Projects

[2025-2026 NSSD Working Capital List updated 11:14:25-Google Sheets.pdf](#) 

- Progress of capital projects were discussed
- Savings thus far would help cover the cost of a new bus hoist
 - Board members asked for solid numbers for transportation building / hoist

B. Construction Projects

Construction project updates were presented to the board.

- Approval of \$33,976.49 for an oscillator for the auto shop - to be used by summer school students who will learn to clean engines
- Approval to replace existing front entrance ceiling at NSHS \$16,000
- New benches are needed at FVE \$6,507

Motion to approve additional funding for construction projects

Moved by: Jeremy Madsen

Seconded by: Stacey Goble

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey, Stacey Goble, and Joseph Cook

Motion Carries 5-0

C. 2027-2028 District Calendar

[2027-2028 NSSD Calendar Draft 11_5_25.pdf](#) 

- Question about moving PD day from January 14th to January 3rd
 - change to Prep day
- Will bring back next month for final approval

8. STUDENT SERVICES

A. School Choice

School Choice requests were presented to the board for approval.

Motion to approve school choice requests

Moved by: Jeremy Madsen

Seconded by: Stacey Goble

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

B. State Testing Reports / Attendance

[State Testing](#)

- State testing data is accessible on the state website
- School report cards have been pushed back because of new LA standards - will be released in January and brought to the board in February
- Cumulative attendance scores for the past 5 years were discussed

C. NSHS Clubs and Organizations for 2025-2026

[NSHS Clubs & Organizations - 2025.26 - Google Sheets.pdf](#) 

The NSHS clubs and organizations for the 2025-2026 school year were discussed.

- these are usually driven by student interest
- HOSA, Turning Point USA, pickleball, robotics clubs are new this year
- LIA goals is to promote multicultural awareness - keep multi cultural club with LIA

Motion to approve NSHS clubs and organizations for the 2025-2026 school year

Moved by: Jeremy Madsen

Seconded by: Joseph Cook

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

D. State Tournaments

High School Request for Support – State
Tournaments/Competitions

- The high school is requesting assistance with costs for state tournaments and competitions
- Current district contribution: \$2,500 per year
- Total state tournament expenses last year: \$9,600

Funding Options:

- Set a cap and reconsider if additional funds are needed
- Option to fully fund tournaments
- Applies to all events under the UHSAA umbrella
- State playoff expenses cannot have a line item in the spend plan

Observations & Practices:

- Most districts cover state expenses
- The district minimizes overnight travel; if overnight travel occurs, the school covers it from its own budget
- Mrs. Goble said there should be a plan for these expenses rather than trying to “catch up.”
- Payment process: the school pays upfront and submits an invoice for reimbursement

Expense Breakdown from last year:

- Hotel fees: \$8,787.02
- Entry fees to state: \$1,100

9. TRAVEL REQUESTS

A. Travel Requests

Girls Basketball requested overnight travel to attend a tournament at Union High School in Roosevelt, UT, November 20-22, 2025.

Band requested overnight travel to Carbon High School in

Price, UT, for Rural Schools Honor Band, December 5-6, 2025.

Boys Wrestling requested overnight travel to attend a tournament at Millard High School in Fillmore, UT, December 5-6, 2025.

Swimming requested overnight travel to Moab, December 5-6, 2025.

Drill Team requested overnight travel to attend a competition at SUU in Cedar City, UT, December 12-13, 2025. This will be **Drop Off Only**. All girls have rides home after the competition.

Boys Wrestling requested overnight travel to attend a tournament at the Sevier Valley Center in Richfield, January 2-3, 2026.

Boys Wrestling requested overnight travel to the Western Park Arena in Vernal, UT, for a tournament January 9-10, 2026.

Cheerleading requested overnight travel for a competition at Crimson Cliff High School in St. George, UT, January 16-17, 2026.

Boys Wrestling requested overnight travel to attend a tournament at Union High School in Roosevelt, UT, January 23-24, 2026.

10. CURRICULUM & INSTRUCTION

A. District Health Curriculum

The health curriculum was approved by the community council and needs board approval.

There was a discussion that in the future we make a larger committee with elementary and middle school parents to approve curriculum and approve the year before the school starts.

Motion to approve the District Health Curriculum

Moved by: Greg Bailey

Seconded by: Stacey Goble

Yea

Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

11. DISCUSSION/INFORMATION ITEMS

A. Water Shares

Mr. Cook asked for a report of NSMS water share assessments paid for the past three years.

NSMS has 1.5 shares

2023	2024	2025
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\$99.00	\$99.00	\$105.00
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B. December 2nd Board Meeting

The orchestra will entertain the board at Mt. Pleasant Elementary at 6:00 p.m.

- Does the board want to do a Christmas dinner?
- Do we want to move the board meeting to Mt. Pleasant Elementary School?

Board meeting at 5:00 p.m. at the district office then to Mt. Pleasant Elementary for the orchestra performance.

C. BoardBook vs. Diligent Community

A proposal to move to BoardBook Premier was presented to the board.

Motion to approve moving to BoardBook Premier.

Moved by: Rich Brotherson

Seconded by: Jeremy Madsen

Yea

Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

D. Donations

Football Donations and Booster Club Donations were presented to the board.

- The school began the year with 25 sponsors, and that number has now grown to 90 sponsors supporting both the Football Program and the Booster Club
- Teams were invited to help solicit sponsors for the Booster Club, with the opportunity to keep 25% of what they brought in for their own sports program
- Sponsor contributions totaled \$62,000 this year, with \$14,400 going directly into individual sports accounts
- In addition, the Booster Club contributes \$50 to a team's account for every individual who volunteers in the concession stand

E. NSBA Conference

The NSBA Conference will be held April 10-12, 2026, in San Antonio, Texas.

12. MATTERS FROM THE BOARD

Discussion Updates

- Principal Support: The question was raised whether Principal Stansfield received the support she needed. She is currently reviewing her budget and analyzing the numbers. Enrollment has increased, with eight new students added in the past month.
- Superintendent Update: Superintendent Hansen is working on gathering a "wish list" from all principals to present to the board.
- Elevate Visit: Cindy from Elevate did meet with the high school principal on November 12th. They are holding monthly sessions that include securing substitutes, conducting classroom observations, debriefing, and working with math, science, and language arts teachers. Feedback has been very positive.
- Middle School Tesla Hookup: The Tesla charger at the middle school will be locked so only employees can access it. This step is necessary to ensure eligibility for future funding.
- Employee Data: A spreadsheet showing employee numbers over the past four years was reviewed and discussed. A report was provided to board members.

13. EXECUTIVE SESSION

A. Executive Session

Motion to move from regular session into executive session to discuss the character or competency of an individual, negotiation issues and security issues.

Moved by: Rich Brotherson

Seconded by: Stacey Goble

Yea Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Motion Carries 5-0

Meeting moved into executive session at 9:22 p.m.

Guardian Program Update

- Participation:
 - 12 of the 16 approved guardians have begun serving in the schools.
 - 2 guardians will complete their training this month.
 - 2 are waiting for their concealed carry permit account numbers.
- Compensation:
 - The state is providing the \$500 compensation.
- Locks and Installation:
 - Installations are complete at Mt. Pleasant Elementary and the middle school
 - Fountain Green Elementary has one level remaining that requires a different attachment
 - Moroni Elementary needs one additional lock
 - Fairview Elementary's three exterior classrooms are fully completed
- Safety Oversight:
 - The regional safety specialist is conducting unannounced inspections
 - Reviews for Fountain Green Elementary and Moroni Elementary have been completed and will be presented to the board
- Law Enforcement Coordination:

- A Sanpete County sheriff's officer met with Mrs. Goble requesting school maps to become more familiar with the buildings
 - she advised him to contact Superintendent Hansen and he will follow up with the Officer Peterson
- Middle School Concern:
 - An employee expressed concern about not always knowing where Officer Peterson is during the day. She questioned whether there is a way to track his location
 - Officer Peterson is currently teaching DARE programs at other schools
 - The middle school has more guardians assigned than any other school

NEGOTIATIONS

- Mr. Brotherson received a text from Ms. Johansen about adding two steps to salary schedule
 - The district currently:
 - finds money (\$12,000) for the legislative salary adjustment for employees who don't qualify for this funding
 - raise coaches pay
- Several teachers asking about this and when a decision will be made
 - they are still getting the % increase every year
 - stop step at 28 which gets them to the 30 years
- Teachers that would be impacted total cost with certificated:
 - \$61,369
 - would affect 15 people
 - based off previous steps - added a percentage increase for steps 30 and 33
 - still get annual raises
- We said we were going to kick the can down the road until Tier 2 educators get to that point

First question: what is a reasonable increase?

- Tammy would like to see how many districts have

considered adding steps

- What is the top step across rural districts in Utah?
 - Looking at our salary schedules, only those on the teacher schedule get step 28
 - everyone else stops at step 25
 - we do 5 year increments
 - South Sanpete is identical to us
 - Juab stops at step 20
 - Sevier School District has steps 13, 16, 21, 26

Rena advocated for Tier 2 teachers

- Tier 2 employees, those hired after 2011, truly are treated different than Tier 1 employees
 - they must choose between hybrid option or defined contribution (retirement)
 - decision must be made within one year (pension or 401K), is locked in and cannot be changed
- We decided that we would kick the can down the road until our Tier 2 employees get closer to retirement
- Tammy will get more final numbers with percentage increases regarding the \$61,369

A motion was made by Mr. Brotherson and seconded by Mr. Madsen to exit executive session and return to regular session. Voting was unanimous in the affirmative.

Meeting moved back to regular session at 10:06 p.m.

14. ADJOURNMENT

Motion to adjourn

Moved by: Greg Bailey

Seconded by: Joseph Cook

Yea

Rich Brotherson, Jeremy Madsen, Greg Bailey,
Stacey Goble, and Joseph Cook

Carried 5-0

Meeting adjourned at 10:07 p.m.