MINUTES OF THE BOARD MEETING – NOVEMBER 25, 2025

The Board of Education of the Lake Mountain District met in a board meeting on Tuesday, November 25, 2025, at 6:00 PM. The board meeting took place in the council chambers at the City of Saratoga Springs Office.

Board members present: Matt Isaacson, Charity Judkins, Julie King, Joylin Lincoln, Julie Myers, Melissa Sauser, and Ilene Strong.

Also present: There were approximately 99 others in attendance.

Julie King opened the meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Waverly.

INSPIRATIONAL THOUGHT OR REFLECTION

An inspirational thought was given by Ilene Strong.

OATH OF OFFICE

Mayor McKinney of the Town of Fairfield administered the oath of office to Julie Myers who was appointed as a Board Member of the Lake Mountain School District, effective November 25, 2025. Mayor Westmoreland of the City of Eagle Mountain administered the oath of office to Charity Judkins, Melissa Sauser, and Ilene Strong who were appointed as Board Members of the Lake Mountain School District, effective November 25, 2025. Mayor Miller of the City of Saratoga Springs administered the oath of office to Matt Isaacson, Julie King, and Joylin Lincoln who were appointed as Board Members of the Lake Mountain School District, effective November 25, 2025.

ELECTION OF BOARD LEADERSHIP

Charity Judkins nominated **Julie King** as President of the Lake Mountain School District Board of Education. The Board voted on the nomination for **Julie King** as Board President and it passed unanimously.

Joylin Lincoln nominated **Matt Isaacson** as Vice President of the Lake Mountain School District Board of Education. The Board voted on the nomination for **Matt Isaacson** as Board Vice President and it passed unanimously.

Board Member Sauser made the motion to adjourn from the board meeting to go into the public hearings and Board member Strong seconded it. The meeting adjourned at 6:10 PM. The Board Members who voted in favor were Board President, Julie King, Vice President, Matt Isaacson, Charity Judkins, Joylin Lincoln, Julie Myers, Melissa Sauser, and Ilene Strong.

OPENED BOARD MEETING 6:12 PM.

ACTION ITEMS

1. FY26 Lake Mountain School District Budget
   Board President King provided an overview of the FY26 budget. She explained that the district will receive its first allocation on January 1, 2026, covering the period from now until June 30, 2026. The total budget is $1.5 million, with $750,000 already designated to cover salaries and benefits, the potential purchase of a district office, board training and development, communications and marketing needs, and general start-up expenditures for the district’s first six (6) months.

Board President King made the motion to adopt the FY26 fiscal year budget, and it was seconded by Vice President, Matt Isaacson.
In response to **Sauser's** request to clarify how these figures were determined, **President King** noted that the district will not have employees until July 1, 2026. Funds have been reserved for the future Superintendent and Business Administrator, who are expected to begin on July 1, 2026, though those that don't start on July 1, 2026, may receive a stipend for 10-15 hours per week prior to that date to support the Board. She further explained that capital expenses include a forthcoming resolution regarding the potential purchase of the building currently being used for the meeting. Board-related expenditures include board member stipends, training, communications, and marketing efforts, logo and website development, and securing necessary trademarks and copyrights. The general expenditures category remains open to account for unforeseen needs as the district continues initial launch.
The Board voted in favor and it was passed unanimously.

2. Compensation for Board Members
Vice President Isaacson provided an overview of the proposed board member compensation, noting that state code requires the Board to establish this immediately. He referenced the common values expressed throughout the campaign and district-split process, emphasizing a commitment to transparency. He explained that the Board reviewed compensation models from other districts and sought to create a structure that promotes equity. Although substantial data was gathered, he noted that compensation levels vary widely and cannot be directly correlated; each district determines what is most appropriate for its circumstances. **Vice President Isaacson** shared that seven Utah districts of comparable size were examined. From this a scalable model was developed using student population to determine the pay rate, allowing compensation to adjust automatically over time without the need for Board-initiated changes. Under Option A, the Board would adopt the per-student compensation model with benefits beginning immediately. Option B, would serve as a transitional model, delaying implementation of the per-student structure until July 1, 2027, at which time Option A would take effect when the district has access to its entire budget.
Board member Sauser made the motion to adopt Option B, and it was seconded by Board member Myers.
Board member Sauser thanked Vice President Isaacson for his work in developing these options, noting that the structure is clear and easy to understand.
Board member Judkins expressed support, stating that the proposal is fiscally responsible and reflects a thoughtful approach centered on what is best for the district as a whole.
The Board voted in favor and it was passed unanimously.

3. Policy 1301: Board Meetings
Board member Lincoln provided an overview of the policy, noting that it is designed to promote transparency and establish clear metrics that can be reviewed annually during open meetings. She described how the policy outlines expectations for successful implementation, enabling the public to hold the Board accountable. The policy includes links to relevant state code, guidance on required procedures, and instructions for managing issues that may arise. **Board member Lincoln** noted that the policy also addresses public comment rules, the use of Robert's Rules to support formality and effective teamwork, and the purpose of closed meetings – specifically, to address sensitive agenda items such as school safety plans. Additional components include guidelines for electronic participation by Board members who need to attend remotely, the commitment to livestream board meetings, and provisions for evaluating the policy's effectiveness and determining how frequently it should be reviewed.
Board member Lincoln made the motion to adopt Policy 1301: Board Meetings, and it was seconded by Board member Strong.
Vice President Isaacson thanked Board member Lincoln for her work, noting that the policy reflects a significant evolution in how Board policies are developed. He emphasized the substantial thought and

consideration that went into the policy and acknowledged its meaningful impact on the administration of the district. He expressed his appreciation for her efforts.
President King expressed her appreciation for Board member Lincoln's work, noting the thoughtful and well-crafted nature of the policy. She highlighted the historical context included within it, the clear processes for adoption, revision, and review, and the built-in measures for evaluating its effectiveness. She emphasized that the policy strengthens transparency and accountability and thanked her for the significant time and effort she dedicated to its development.
Board member Sauser referenced the limitation on the number of public speakers during Board meeting and expressed that individuals who take the time to attend and wish to comment should be acknowledged and encouraged the Board President to allow additional time when feasible.
The Board voted in favor and the motion passed unanimously.

4. <u>Policy 1302: Board Compensation Policy</u>
   STRUCK from agenda.

5. <u>Policy 1302: Board Compensation Policy (Transitional Model)</u>
   Board member Lincoln noted that the policy clearly outlines the transition period over the next 18 months and reiterates the compensation previously approved by the Board under Item 2.
   Vice President Isaacson made the motion to adopt Policy 1302: Board Compensation Policy (Transitional Model), and it was seconded by Board member Sauser. The Board voted in favor and the motion passed unanimously.

6. <u>Resolution 2025-001: Contract for lease-to-own facility at 1307 N Commerce Dr</u>
   President King explained that the contract established a lease-to-own agreement between Lake Mountain School District and the city of Saratoga Springs for the old City Hall building currently being used. She expressed appreciation to the city and the mayor for their support and for structuring a payment schedule that acknowledges the district's limited initial funding, ensuring that early resources can remain focused on supporting students.
   Board member Strong made the motion to pass Resolution 2025-001: Contract for lease-to-own facility at 1307 N Commerce Dr, and it was seconded by Board member Judkins.
   Board member Strong expressed appreciation for securing the building, noting that it provides Lake Mountain with a true home and dedicated space. She thanked Saratoga Springs for their collaboration and efforts in helping make the acquisition possible.
   Board member Lincoln thanked Saratoga Springs, the city council, staff, and the mayor for their collaboration and support. She noted her appreciation for the initiative in approaching the district and working to create a feasible opportunity that will ultimately benefit Lake Mountain students.
   Board member Judkins shared that she spent considerable time reviewing the contract, noting her professional background in real estate. She stated that it is clear the agreement reflects strong collaboration and a shared commitment to supporting students, teachers, and staff. She expressed her appreciation and thanked all who were involved in the process.
   Vice President Isaacson asked for clarification regarding the initial payments and their amounts.
   President King explained that the first four (4) years of payments will be interest-only, which was made possible through the City of Saratoga Springs' generous effort to provide space for the district to conduct its operations. She noted that during discussions on Proposition 14, the district had no additional facilities – aside from the West Transportation site – including no alternative learning space, warehouse, purchasing facility, or district office. This created significant concern about the capital that would be required upfront to secure multiple city locations. Through collaboration with the city and its generous offer, the district was able to secure an operational space almost immediately. **President King** emphasized that this demonstrates the strong partnership between the new district and city officials and their willingness to work together to make this possible.
   The Board voted in favor and it passed unanimously.

DISCUSSION/ACTION ITEMS

1. Presentation about Boundary Studies & Cedar Valley Elementary Closure Option
President King presented the two boundary studies conducted by the Alpine School District that impacts approximately 11 school sites. As part of the proposed changes, Cedar Valley Elementary school is slated for closure in Fall 2026 pending Board approval. An overview of the process and timeline was presented, including the district's first faculty interviews designed to collect staff input on the potential boundary adjustments. All three (3) boundary options were reviewed, and the boundary committee recommended Option B. The presentation also addressed the area's projected growth and the anticipated opening of two charter schools in Fall 2027, which is expected to lower enrollment. It was clarified that Lake Mountain will vote on the proposal first, followed by the Alpine School District Board. Families will be informed once both Boards have taken action. If approved, Cedar Valley Elementary would close for the 2026 school year.
Board member Sauser asked whether demographic analyses had been conducted. President King confirmed that IEP and Title I requirements were reviewed, noting that Section 8 housing trends are shifting toward Eagle Valley. As a result, Eagle Valley is more likely to qualify for and maintain Title I status, while Mountain Trails may fluctuate due to anticipated growth. **Board member Sauser** emphasized the importance of ensuring that, if such shifts occur, the district continues collaborating with families to ensure they receive the support and resources they need.
Vice President Isaacson asked whether the locations of the proposed charter schools are known. **President King** responded that, while she is not aware of any property purchases, both charter applications have submitted their materials to the state and indicated plans to locate in either Eagle Mountain or Saratoga Springs. **Vice President Isaacson** then asked whether the charters would draw students from larger geographical areas. **President King** confirmed that they most likely would. **Board member Lincoln** added that the schools are scheduled to go before the state for final approval in January and have currently received preliminary approval.
Board member Sauser requested clarification on the timeline, particularly regarding the approval process. **President King** explained that under SB188, if a school closure or property sale is involved, Lake Mountain must consent to the arrangement. Lake Mountain is scheduled to vote on December 3rd, followed by Alpine School District's vote on December 9th.
Board member Strong asked whether it was possible for Lake Mountain and Alpine School District to vote differently on the proposal. **President King** clarified that the votes must be concurrent, and both boards must agree. Alpine School District cannot move forward with the closure of Cedar Valley Elementary without Lake Mountain's consent.

2. 2025-2026 Board Meeting Schedule
President King reviewed the six (6) recommended Board meeting schedule options, noting study sessions would begin at 4:00 pm and regular meetings would begin at 6:00 pm, with all meetings held at the Saratoga Springs city office. **President King** noted that Tuesdays were not considered due to ASD having their Board meetings that night and herself and Board member Lincoln would have a conflict in addition to the local municipalities meeting on the alternate Tuesdays.
Board member Sauser made a motion to adopt Option 2, and it was seconded by Vice President Isaacson.
Board member Sauser noted that holding meetings on Mondays would require less adjustments and that school events often conflict with Wednesday and Thursday evenings.
Vice President Isaacson commented that there are many possible scheduling options and asked how meeting on Mondays relate to the ASD Board meetings. **President King** explained that ASD meets on the second and fourth Tuesdays, so meeting on Mondays would allow the Lake Mountain Board to convene the day before ASD meets. **Vice President Isaacson** noted the advantage of meeting afterward rather than beforehand. **President King** responded that meeting on a Wednesday after ASD will prevent the Board from meeting required 24-hour deadlines; however, holding meetings on the second or fourth Thursday would allow the Board to meet those requirements.

Board member Lincoln expressed concern with Option 2, stating it is too far removed from ASD's meetings and would result in two (2) weeks of reactionary decision-making.
Vice President Isaacson asked why this posted an issue. **President King** explained that some items – such as a new policy or budget actions – may require timely Board decisions. For example, ASD's upcoming bus surplus cannot be approved without Lake Mountain's consent, as the buses are Lake Mountain district assets based on their current location.
Board member Strong asked whether the Board could revise the meeting schedule in July 2027. **President King** clarified that the meeting schedules are typically set for the calendar year and that this decision does not extend beyond December 2026. Once ASD dissolves, Lake Mountain will be able to adopt ASD's former meeting nights, but the Board is required to establish its calendar now. She also noted that December meetings and location updates will need to be added for these meetings. December 3rd meeting will need to be held at the Eagle Mountain city hall building as the Saratoga Springs building will not be available; the December 5th board field trip, the December 6th board training, the December 15th board meeting also to be held at the Eagle Mountain city hall building, and a work session on December 17th at 12:00pm at the Eagle Mountain city hall building. **Board member Strong** clarified this was December 2025 and the calendar year of 2026. **President King** confirmed this was correct.
Board member Lincoln states she is not in favor of Monday meetings or back-to-back Board meetings and indicated that she will be voting "No" on Option 2.
Board member Strong emphasized the importance of staying informed of ASD actions and stated she does not support holding Lake Mountain meetings before ASD's meeting.
President King clarified the motion by Board member Sauser to approve calendar option 2, which was seconded by Julie Myers, with the adjustments and additions to the December 2025 meetings. The Board members who voted in favor were Melissa Sauser and Julie Myers. The Board members who voted against were Vice President Isaacson, Charity Judkins, President Julie King, Joylin Lincoln, and Ilene Strong. With a 2:5 vote, the motion was not passed.
Board member Strong made a motion to adopt Option 6, and it was seconded by board member Lincoln.
Board member Strong noted the added meetings and adjustments for December 2025. She expressed support for meeting two days after the ASD meeting to allow time to review and discuss actions taken. She acknowledged that Thursday meetings may conflict with athletic events but stated that those conflicts can be managed.
Board member Sauser asked whether the option dates in November, December, and April – affected by the holidays – were being adopted. **President King** responded that the decision was up to Board member Strong and explained that December 11th and 25th should be disregarded due to existing meetings on the 3rd, 15th, and 17th. For January, the meeting could be moved to the 22nd and 29th to avoid the USBA conflict. For April 9th, the Board could choose to forgo the meeting or select alternative dates such as the 16th and 30th. November and December dates could also be adjusted.
Board member Strong recommended using the suggested dates with the following adjustments: January 15th and 29th; April 16th and 30th; November 5th and 19th; and December 3rd and 17th.
President King restated the motion to include the adjusted 2026 meeting dates and the addition of December 3rd, 5th, 15th, and 17th, noting those meetings will be held at the Eagle Mountain City Chambers.
Board member Sauser added that the Board should anticipate needing more than two (2) meetings per month and that additional work sessions and closed sessions will likely be required. **President King** agreed.
The Board voted in favor and the motion passed unanimously.

3. <u>School Calendars for 2027-2028, 2028-2029, 2029-2030</u>
President King presented the three (3) recommended school calendars from the Alpine School District, including survey feedback and the rationale behind each option. She highlighted that the calendars were designed to support collaboration across all three (3) new districts, particularly for teachers and families.
Dr. Joel Perkins from the Alpine School District thanked the Board for the opportunity to attend and support the process. He noted that the required number of instructional days is 180 per state statute, with

teacher contracts set as 185 days, which include four (4) professional development days. He explained that the 2027-2028 calendar is straightforward and aligns well, while the 2028-2029 and 2029-2030 calendars present challenges due to how holiday breaks fall, particularly Christmas, and added that the public is generally resistant to moving away from the three (3) day weekends. He brought attention to the four (4) teacher workdays that are strategically placed throughout the school year, especially the one (1) placed prior to Winter Break.
Board member Sauser asked whether survey feedback had been separated by district. **Dr Perkins** confirmed that it had, and that results across all three (3) districts were similar.
Board member Sauser then asked how binding the calendars would be if approved. **President King** clarified that the Board could adopt one (1), two (2), or all three (3) calendars, and that they standard practice is to adopt two (2) years out. A Board member could make a motion regarding that.
Board member Lincoln made a motion to approve the school calendars for 2027-2028, 2028-2029, 2029-2030, and it was seconded by Board member Strong.
Vice President Isaacson stated he was comfortable adopting all three (3) years as proposed but asked about the process if the Board wished to revise the second or third year at a later date. **President King** explained that the calendars can be amended at any time, although doing so is discouraged because families plan vacations and employees schedule professional development conferences well in advance. However, she verified that revisions are possible and do occur.
Board member Judkins raised concerns based on teacher feedback requesting the full week off for Thanksgiving and asked whether minor adjustments could be made. President King noted that such changes are possible but require identifying where the two (2) additional days would be placed. She also mentioned that teachers often participate in university PD programs that make starting earlier in August challenging. **Dr. Perkins** added that Alpine School District policy currently allows only one (1) future calendar to be adopted; adopting additional years would require a policy amendment.
Following the discussion, Board member Lincoln withdrew her motion expressing the desire to update the policy first and bring the item back at a future Board meeting.

4. <u>Superintendent Search</u>
President King announced the need to employ a Superintendent which requires a search and asked for a motion.
Board member Judkins motioned to open the search for a Superintendent for the Lake Mountain School District, and it was seconded by Board member Sauser. The Board voted in favor and the motion passed unanimously.

5. <u>Appoint Chair of Superintendent Search Committee</u>
President King advised they need to appoint a Chair of the Superintendent Search Committee.
President King made the motion to appoint Board member Sauser as the Chair of the Superintendent Search committee, and it was seconded by Board member Myers. The Board voted in favor and the motion passed unanimously.

6. <u>Appoint Chair of Naming Committee</u>
President King advised they need to appoint a Chair of the Naming Committee.
Vice President Isaacson made the motion to appoint Board member Strong as the Chair of the naming Committee, and it was seconded by Board member Judkins. The Board voted in favor and the motion passed unanimously.
Vice President Isaacson asked for an overview of the next steps. **Board member Strong** outlined the proposed timeline: The survey to remain open for two (2) weeks (closing December 12th). The committee composed of three (3) Board members and four (4) parents would review the survey results and develop three (3) additional name options to be presented for a vote at the December 15th Board meeting.
Vice President Isaacson emphasized the urgency of selecting a name due to legal and technological considerations. **Board member Strong** agreed and stated that the goal is to allow broad community input from anyone wishing to participate.

7. Board Assignments
   President King presented and reviewed the recommended Board assignments. **Board member Lincoln** requested that this discussion be moved to a work session and brought back for consideration at the December Board meeting.

COMMUNITY COMMENTS

Laura Whitney congratulated the Board and expressed concerns regarding transportation. She noted that state funding for busing is based on eligibility and that some students live just outside the qualifying distance but still lack reliable access to school. She shared that, after driving through these areas, the current system does not seem fair to families – particularly single-parent households who struggle with transportation. She suggested changing the buses white hubs to a darker, easier to maintain color. She also commented that some transportation policies do not adequately address issues affecting transportation employees.

Monica Corry spoke against the potential closure of Cedar Valley Elementary, noting that the school might qualify for additional government funding if it were considered to be in a more rural area. She urged the Board to review all available facts and data – both from within the current boundary study and from information that may have been set aside during the process. Ms. Corey encouraged forming a team to identify the best path forward and shared that efforts are underway to secure donations for the school. She emphasized that the conversation should focus on how to keep the school open and how to better support rural communities. She requested that the Board pause the closure decision while work continues at the community and legislative levels to secure funding.

Becky Jones thanked the Board members for their willingness to run and serve on the new school board, noting they have lived in the area for twenty-seven (27) years – back when Redwood Rd was only a two-way stop – and had long hoped for more local representation. She expressed anticipation for the new district and Board. As a teacher at Eagle Mountain Elementary, she shared concerns about the projected increase of two hundred (200) students and emphasized the need for renovations to the teacher workroom. She encouraged the Board members to visit the school and see the space and its needs firsthand. She noted that in conversations with colleagues, teachers do not want an “ASD 2.0” but instead hope for innovation and a fresh approach. She asked the Board to be thoughtful and open-minded, to consider new ideas, and to think creatively when developing calendars, policies, and procedures.

ADJOURNMENT

On motion by Board member Lincoln and seconded by Board member Strong, the meeting adjourned into closed session at 7:39 PM to discuss personnel, property, and litigation. The Board Members who voted in favor were

MINUTES OF THE CLOSED SESSION – NOVEMBER 25, 2025

The Board of Education of the Lake Mountain School District met in a closed session on Tuesday, November 25, 2025 at 8:13 PM. The meeting was held in the council chambers at the City of Saratoga Springs Office.

Board members present: Board President Julie King, Vice President Matt Isaacson, Charity Judkins, Joylin Lincoln, Julie Myers, Melissa Sauser, and Ilene Strong.

The purpose of the closed session was to discuss personnel, property, and litigation.

ADJOURNMENT

On motion by Vice President Isaacson and seconded by Board member Strong, the meeting adjourned at 8:37 PM.