

MINUTES OF THE STUDY SESSION – DECEMBER 9, 2025

The Board of Education of the Alpine School District met in a study session on Tuesday, December 9, 2025, at 4:01 PM. The study session took place in the boardroom at the Alpine School District office.

Board members present: Board President Julie E. King, Vice Presidents Stacy M. Bateman and Emily B. Peterson, Sarah L. Beeson, Dr. Mark J. Clement, Joylin Lincoln, and Ada S. Wilson.

Also present: Interim Superintendent Robert W. Smith, Business Administrator Jason Sundberg, and members of the administrative staff. There were approximately 25 others in attendance.

Subs/Shortages (ESS)

Steve Timmel, Director of Human Resources, presented key measures, data points, and observations comparing FY25 to FY26. He noted that the substitute fill rate increased year over year (July/November 2024 to July/November 2024), with a 2-4% upward trend over the past three (3) years. For July through November 2025, Aspen Peaks and Timpanogos reported approximately 98% fill rates, and Lake Mountain reported about 97%. He also reviewed substitute counts by area of residence within the new district boundaries: Aspen Peaks at 760; Timpanogos at 531; and Lake Mountain at 440. Some substitutes reside outside the ASD boundary. Annual spending with ESS was reported at \$8.9 million in FY25, \$6.8 million in FY24 and \$5.5 million in FY23. The daily substitute rate ranges from \$100 to \$135 per day, with an agency markup of 33%. Mr. Timmel also highlighted several recruiting channels, including local colleges and universities, recently retired educators, and community job boards.

Mr. Timmel fielded questions from the Board of Education.

Parsec Employee Survey

Dr. Rich Stowell, Director of Communications, gave a presentation on the Parsec Employee Survey explaining the Superintendent sought to understand employee perspectives regarding the transition to three (3) new districts. The goal was to identify any unanticipated concerns, prevent potential challenges, and gather broad input through large-scale conversations. Among approximately, 1,200 respondents, 8% were administrators, 70% were certified staff, 2and 2% were ESP employees. Responses were submitted in whatever format was most convenient for the employee -text, voice, or video. After reviewing the data, the recommendations are to commit to a higher level of transparency, communicate with the purpose to educate, establish clear milestones and metrics.

Dr. Stowell fielded questions from the Board of Education.

Cell Phone Survey

Kraig Brinkerhoff, Executive Director of Legal Services, gave a presentation on the Cell Phone Survey distributed throughout the Alpine School District. The purpose of the survey was to gather current information and sentiment, guide ASD's actions, and provide meaningful feedback to legislators. Among respondent groups, employees were the most favorable toward the policy, while students were the least favorable. Parents reported improved focus, engagement, and completion of work. Students reported better focus, no significant changes in grades, and increased difficulty completing certain tasks. And employees observed strong gains in focus, fewer classroom disruptions, and improved student interaction. Schools retain the flexibility to implement the policy in ways that best meet their local needs. General feedback indicated that the policy has improved safety, respect, and reduced cyberbullying. However, some respondents expressed concerns about inconsistent enforcement across schools. For families with students at multiple grade levels, this inconsistency has created challenges. Consistency in policy implementation was a shared concern across parents, students, and employees. The suggestions and recommendations include: adopt stricter measures, including a complete ban on all devices; increase flexibility for emergencies, safety considerations, and other special circumstances; and students expressed interest in being allowed to listen to music during free periods or while completing homework.

Mr. Brinkerhoff fielded questions from the Board of Education.

The meeting adjourned at 5:22 PM.