# NEBO SCHOOL DISTRICT
# BOARD MEETING MINUTES
## Wednesday, December 10, 2025

The Board of Education of Nebo School District met in a Board meeting on Wednesday, December 10, 2025, in the Boardroom of the Nebo District Administration Office located at 350 S Main in Spanish Fork, Utah. The meeting commenced at 3:03 PM. Board members present were Shannon Acor, Kristen Betts, Scott Wilson, Rick Ainge, Brain Rowley, Shauna Warnick and John Taylor. Staff members present were Superintendent Rick Nielsen, Michael Harrison, Reed Park, Ben Ford, Suzanne Kimball, Alicia Rudd, Frank Daybell, Mike Larsen, Dave Rowe, Bart Peery, Lindsey Hughes and Raquel Baum.

Board President Shannon Acor welcomed everyone to the Board meeting.

1. Board Work Session

Item 1A: Discussion of Board Meeting Agenda and Review of Consent Agenda.

President Shannon Acor reviewed the Consent Agenda and inquired of any questions from the Board members.

Item 1B: Board Member Reports

- Scott Wilson reported that patrons are loving the accent lighting at Payson High School.
- Shauna Warnick mentioned the January 8-10, 2026 USBA Conference.
- Shauna Warnick acknowledged that the Board has completed the Master Board Certification.
- Shauna Warnick experienced some wonderful opportunities in our schools this month.
- Shauna Warnick mentioned the Public Education Celebration in the Rotunda on January 21, 2026.
- Shauna Warnick mentioned the Legislative Day on the Hill, January 30, 2026.
- John Taylor has had a pretty quiet month in regards to hearing from patrons.
- Brian Rowley reported the same, a quiet month.
- Kristen Betts introduced a BYU Law student who is attending Board meeting and will visit later with Jeff Peterson.
- Kristen Betts reported hearing from some Payson High School parents who are frustrated with the gate receipt decision.
- Kristen Betts was able to visit various schools this last month. She mentioned how impressed she is with the teachers.
- Kristen Betts mentioned a visit from an Intervention Teacher who expressed some frustrations.
- Kristen Betts mentioned that she is unable to attend the USBA Conference in January.
- Rick Ainge reported receiving some emails regarding a student travel exception.
- Rick Ainge mentioned his visit with Richard Stowell at the USBA office. Richard mentioned how impressed he is with the new Payson High School.
- Shannon Acor mentioned the incident at Westside Elementary and commended our communications team on how it is being handled.
- Shannon Acor was invited and had a great experience presenting to the Latino's in Action at Spanish Fork High School. She talked about Board responsibilities and student scholarships.

Item 1C: Committee Reports & Board Training

- Digital Coaches Heather Nelson and Mandi Young presented on School AI, a K-12 platform. They explained the platforms; Assistants, Tools and Spaces and shared the various ways teachers, students, and schools are using the tool for instructional support, student support and teacher productivity. Currently we have 2162 teacher users.
- Wellbeing Specialist Danny Lundell presented the 2025-2026 School Counseling Program Review Report. It was a celebration of Nebo's counseling model which consists of solution focused, skills based, crisis prevention and support. Danny expressed appreciation to the Board for providing a 1:275 counselor ratio.

- Customer Experience Specialist Lindsey Hughes reviewed the Board Governance Handbook that was recently added to the Nebo Knowledge Base. She showed the Board how to access the program and add it as an application on their mobile phones.

2. Items for Board Discussion

   Item 2A: Business Administrator Michael Harrison introduced the Fiscal Year 2025 Nebo School District Annual Comprehensive Financial Report (ACFR) and invited Ben Probst of Gilbert & Stewart, CPAs to share comments about the audit with the Board. Ben Reviewed the audit process and the auditor's report, indicating that Nebo School District received the highest opinion possible. Michael then shared some financial highlights from the District ACFR and expressed appreciation for Ben and Gilbert & Stewart.

   Item 2B: Business Administrator Michael Harrison mentioned the Nebo School District Fraud Risk Assessment. He invited Nebo Internal Auditor Tim Beardall to present his findings of the assessment. Tim reviewed the policy, practices, and procedures that are to be followed and reported that Nebo School District is in the "very low risk" level in regards to fraud risk.

   Item 2C: Policy IKF – Curriculum Standards and Graduation Requirements: Academic and Citizenship Credit and Grading. Associate Legal Counsel Jeff Peterson mentioned that the policy title is being modified and the policy is being updated to reflect new laws and regulations.

   Item 2D: Items from Superintendent
   - The Superintendent led a discussion on the student travel policy and the exception exhibit. The Board will continue to discuss this policy over the next few months.
   - The Superintendent reviewed the administration hiring timeline and hiring committees.
   - The Superintendent acknowledged our five high school Interior Design classes for our beautifully decorated office Christmas trees.
   - The Superintendent mentioned the notification of a K-8 Charter School intending to open within the Nebo boundaries.
   - The Superintendent mentioned the "Conflict-of-Interest" disclosure that each Board Member needs to complete between January 1 and 31. Lisa Ross from Human Resource will email this survey to the Board on January 8.
   - The Superintendent reminded the Board of the Board candidate filing window. It is January 2-8, 2026.
   - The Superintendent reminded the Board and asked for RSVPs for the January USBA conference.
   - The Superintendent mentioned that the Board will bring their annual cinnamon rolls on December 12 at 8:30 am.
   - The Superintendent mentioned the new teen center "The Landing." Most of the Board members were able to attend the open house.
   - The Superintendent scheduled a Special Board meeting for February 25 at 4:00 PM.
   - The Superintendent invited one Board member to participate on the Jr. High Evaluation Committee. Rick Ainge accepted the invitation.

3. Items for Board Action (see 6:00 PM meeting)
4. Special Business (as needed)

President Shannon Acor announced at 5:19 PM that the Board meeting was temporarily adjourned until 6:00 PM.

The Board of Education of Nebo School District reconvened the Board meeting at 6:00 PM. Board members present were Shannon Acor, Rick Ainge, Kristen Betts, Brian Rowley, Shauna Warnick, Scott Wilson and John Taylor. Staff members present were Superintendent Rick Nielsen, Michael Harrison, Reed Park, Ben Ford, Suzanne Kimball, Alicia Rudd, Frank Daybell, Mike Larsen, Dave Rowe, Bart Peery, Lindsey Hughes, Seth Sorensen and Raquel Baum.

The agenda was as follows:

1. OPENING
   A. Pledge of Allegiance

2. AGENDA APPROVAL
   A. Approval of Board Agenda

3. CONSENT AGENDA
   A. Financial Report
   B. Claims
   C. Minutes of the Work Session and General Board Meeting held on November 12, 2025.
   D. New Employees and Separations
   E. Requests for Leave Without Pay
   F. Requests for LAND Trust Amendments
   G. Student Educational Travel

4. PROGRAM REVIEW AND REPORT
   A. Recognition of State Champions
   B. Wilson Elementary School Presentation – Principal Melissa Jorgensen
   B. PEAK Awards – Seth Sorensen and Lindsey Hughes

5. PUBLIC PARTICIPATION
   A. Public Opportunity to Address the Board

6. ITEMS FOR BOARD DISCUSSION

7. ITEMS FOR BOARD ACTION
   A. Consideration of Resolution of Bus Purchases.
   B. Consideration of Resolution Concerning Easements and Deeds at Springville High School.
   C. Consideration of Resolution Concerning Boundary Adjustment with Provo City School District.
   D. Consideration of Policy GBN – Employment Background Checks.
   E. Consideration of Request for Early Retirement Incentive Plans.

8. SPECIAL BUSINESS
   A. Motion & Vote – Board Closed Session
   B. Board Closed Session (Legal, Property, Personnel and/or Other Closed Session Issues)

Agenda Item 1: OPENING

Item No. 1A: Pledge of Allegiance – Everett Bazzelle, student at Wilson Elementary School.

Agenda Item 2: AGENDA APPROVAL

Item No. 2A: Kristen Betts presented a motion to approve the Board Agenda. There will be a closed session after the general meeting.
Shauna Warnick seconded the motion. All members present voted in favor.

Agenda Item 3: CONSENT AGENDA

Item No. 3: Brian Rowley reviewed items listed on the Consent Agenda and inquired of any questions from the Board. He then presented a motion to approve the following items listed on the Consent Agenda:

A. Financial Report
B. Claims
C. Minutes of Work Session & General Board Meeting held on November 12, 2025.
D. New Employees and Separations
E. Requests for Leave Without Pay
F. Requests for LAND Trust Amendments
G. Student Educational Travel
John Taylor seconded the motion. All members present voted in favor.

Agenda Item 4: PROGRAM REVIEW AND REPORT

Item 4A. President Shannon Acor invited Secondary Director Bart Peery and Public Information Officer Seth Sorensen to recognize the following State Champions in Cross Country;

Springville High Girls Cross Country Team;
Chloe Boyer
Maya Boyer
Haley Burnah
Paige Childers
Hope Cooper
Hailey Dabell
Caroline Felix
Siena Francom
Elliotte Goodman
Elise Green
Zoe Haws
Rachel Hubbard
Clarissa Jensen
Anna Kent
Rachel Kent
Jenna Lee
Angelina Love
Madelyn Mathews
Kassie McConnell
Kylie McConnell
Lexi McConnell
Olivia Mohlman
Abigail Olson
Adele Paulsen
Gillian Paxton
Amelia Price
Mairee Rogers
Maggie Saybolt
Augrey Sedgwick
Kate Silvey
Adrian Stonier
Cora Stonier
Bailee Sunday
Marianna Taylor
Brooke Weakley
Josie White
Saira White
Ella Young
Emilee Young
Coaches: Valerie Bodily, Michael Blakey, Mariah Carter and Grant Gardner

Maple Mountain Boys Cross Country Team;
Jacob Allen
Ethan Anglesey
Brayden Barney
Asher Beddoes
Garrett Bellows
Kallon Bezzant
Tucker Burkhardt
Davis Chapman
Adam Colgrove
Cormac Collett
Caleb Cook
Callen Davis
Cardston Davis

Parker Davis
Barrett Fawcett
Maeser Gillette
Gavin Gull
Asher Gunderson
Heston Hales
Dylan Henry
Stephen Jackson
Graham Johnson
Jake Kim
Coleten Larsen
Isaak Lee
Austin Lewis
Scott Lewis
Hunter Macias
Deacon Neilson
Aiden Nielsen
Tate Norman
Andrew Olsen
Ethan Rawlings
Cardon Reeder
Jace Robertson
Logan Rohatinsky
Shaffer Rohatinsky
Ashton Rounds
Max Rueckert
Parker Rueckert
Owen Ryland
Landon Smith
Brandon Sundell
Maddix Taylor
Riley Thorpe
Brennon Tippets
Tristan Williams
KJ Wyatt
Owen Young
Coaches: Brett Andrus, Ian McBride, Darrell Wyatt, Rob Eastmond, Rachel Mortensen

Item 4B. President Shannon Acor welcomed Wilson Elementary School and Principal Melissa Jorgensen to the Board meeting. Principal Jorgensen thanked the Boards for the opportunity to highlight Wilson Elementary. She turned the time over to the Student Council members who presented puzzle pieces to introduce their school theme "Piece by Piece." The school choir then shared a couple of Christmas songs led by choir director Diana Hunt.

Item 4C. President Shannon Acor invited Public Information Officer Seth Sorensen and Customer Experience Administrator Lindsey Hughes to recognize the following PEAK Award recipients;

- Dustin Carter, Transportation, nominated by Jacob Carpenter
- Danielle Fillmore, Lunch Manager, MMHS, nominated by Talie Roundy
- June Lopez, Instructional Coach, Apple Valley, nominated by Sydney Sharp
- Mark Pickett, Teacher, SHS, nominated by Jenny McCulloch

Agenda Item 5: PUBLIC PARTICIPATION

Item No. 5A: Public Opportunity to Address the Board

| Name | City | Schools | Topic |
|---|---|---|---|
| Darwin Demming | | | Thanks for Bonus! |

Agenda Item 6: ITEMS FOR BOARD DISCUSSION

Agenda Item 7: ITEMS FOR BOARD ACTION

Item No. 7A: Scott Wilson made the motion to adopt the Board Resolutions approving the purchase of six (6) route buses and four (4) special needs buses from Rush Truck Center of Salt Lake City, Utah, for the amount of One Million Six Hundred Ninety-Six Thousand Two Hundred and Twenty and 00/100 Dollars ($1,696,220.00).
Rick Ainge seconded the motion. All members present voted in favor.

Item No. 7B: Kristen Betts made the motion to adopt the Board Resolutions approving the Irrigation and Land Drain Pipeline Easement, the Electrical Power Easement, the Special Warranty Deed, and the Quit-Claim Deed related to the development of the Springville High School site.
John Taylor seconded the motion. All members present voted in favor.

Item No. 7C: John Taylor made the motion to adopt the Joint Resolution between the Board of Education of Nebo School District and the Board of Education of Provo City School District, wherein both entities agree to adjust their respective school district boundaries to accurately reflect the current boundaries of Provo City and Springville City.
Brian Rowley seconded the motion. All members present voted in favor.

Item No. 7D: Shauna Warnick made the motion to approve Policy GBN – Employment Background Checks.
Scott Wilson seconded the motion. All members present voted in favor.

Item No. 7E: Rick Ainge made the motion to approve the Request for Early Retirement Incentive Plans.
Kristen Betts seconded the motion. All members present voted in favor.

Agenda Item 8: SPECIAL BUSINESS (as needed)

Item 8A. Consideration of convening a closed session to discuss matters related to real property transactions, procurement, and student or personnel issues involving a person's character, competence, or health.

Rick Ainge made the motion to convene a closed session.
Brian Rowley seconded the motion.
All members present voted in favor.

President Shannon Acor announced at 6:45 PM that the Board meeting was temporarily adjourned.

The Board convened the closed session at 6:47 PM.

President Shannon Acor announced at 7:36 PM that all items of the closed session were covered and adjourned the closed session

The Board reconvened the Board meeting at 7:36 PM.

President Shannon Acor announced at 7:36 PM that all items on the agenda were covered and asked for a motion to adjourn the Board meeting.

Shauna Warnick made the motion to adjourn the meeting.
John Taylor seconded the motion. All members present voted in favor.

The meeting was adjourned at 7:37 PM.