



MINUTES
SPECIAL MEETING OF THE BOARD OF EDUCATION
Washington County School District
121 West Tabernacle, St. George, Utah
April 27, 2026
2:00 p.m.

Present: Board President David Stirland, Board Vice President LaRene Cox, Board Member Craig Seegmiller, Board Member Burke Staheli, Board Member Ron Wade, Board Member Craig Hammer, Board Member Heidi Gunn, Superintendent Richard Holmes, Business Administrator Brent Bills, Assistant Superintendent Nate Esplin, Assistant Superintendent Cheri Stevenson, Executive HR Director Darin Thomas, Executive Director Susan Harrah, Executive Director Steve Gregoire, Executive Director Rusty Taylor, Executive Director Wade Jensen, Learning Director Brian Stevenson, and Student Services Director Brad Christensen.

Minutes: Executive Secretary Kajsia Boyer

Reverence by Member Staheli

WORK SESSION

High School Principal Feedback on Extra ½ Position – Principal Kyle Campbell and Principal Daniel McKeehan

Principal Kyle Campbell and Principal Daniel McKeehan reported on high school administrative support and TSA staffing. Adding a half-time TSA position has significantly eased the heavy load on high school administrators managing student discipline, attendance, and event supervision. High event volume strains administrators with over 300 varsity events in 50 working days in spring alone, divided among three administrators, making adequate coverage nearly impossible. Saturdays and Spring Break days add 16 non-working days complicating supervision schedules. Parental and fan issues during events further stretch resources, necessitating additional support. The TSA role helps cover attendance, discipline, and mentoring duties, splitting the alphabet among staff for better coverage. Administrators juggle numerous overlapping responsibilities including teacher evaluations (49-50 per administrator), budgeting, student discipline, testing coordination, and school culture. The TSA assists with athletic director duties and game management, easing the role overload. Mentorship programs run weekly, with TSAs meeting with assistant principals to support about 30 students each. High visibility in classrooms and hallways is stressed to maintain school culture, a task aided by TSAs.

Principals Kyle Campbell and Daniel McKeehan note the TSA's impact on reducing burnout and improving work-life balance amid intense demands. Administration often works full days plus multiple evenings for events, causing fatigue. The TSA helps to cover numerous events, enabling principals to maintain family time and reduce stress. Other districts have more administrators (up to four), highlighting the relative understaffing of these schools. The TSA position is funded by reallocating basic school money, with plans to move from part-time to full-time roles next year at multiple schools. Compensation is around \$50,000 annually, less costly than a full administrator. The position serves as a training ground for future administrators, providing a great way to "grow your own."

Policy 9100 Adult Education and High School Completion – Cheri Stevenson and Rusty Taylor

Rusty Taylor said the state denied the policy plan through Adult High so they are now planning to run it through Millcreek. Changes will be made to reflect the school's name.

Proposed 2026-2027 Board Meeting Schedule – Superintendent Richard Holmes

Superintendent Richard Holmes briefly reviewed the proposed schedule.

NSBA Reports

Reports were tabled until next meeting.

Updates to Policy 2330 Student Immunizations – Brad Christensen

Brad Christensen reviewed some minor technical updates to Policy 2330 to align with updated Utah codes. The state health department has made changes to the online procedure. He mentioned that we do have a large number of parents who have opted their child out for immunizations. The district monitors immunization compliance carefully, especially after recent measles outbreaks

UFA – Rusty Taylor

Rusty Taylor said the District will no longer act as a provider for the UFA program, helping to reduce administrative burden. Families can still enroll students directly, but the District won't bill or handle the program for them. This reduces workload on technology, finance, and registration staff. Approximately 16 UFA students used the program last year, with only a few expected to continue participation. Most of the UFA students who participate in our schools come for fine arts or dual immersion classes.

CLOSED SESSION

Property and Personnel Items

Closed Session postponed to later in the meeting.

PUBLIC COMMENT ON BOARD ACTION ITEMS

No public comments were given.

ACTION ITEMS

CTE Property Purchase – Jon Butler

Jon Butler shared that the CTE home sold for \$570,000. They have started working on the next home. Construction is behind schedule but trusses are already up on site. Some subcontracting may be needed over summer to keep the home ready for the parade and fall student use. Community companies are offering support, including a pool contractor donating a pool for future projects. The CTE home program balances educational and financial goals, also focusing on student engagement in budgeting and design. Current homes incorporate technical features uncommon in comparable market homes. Despite low labor costs from student work, materials and teacher salaries keep profit margins minimal. Market comparison shows district homes priced competitively. The program is sustainable but requires careful budgeting to avoid losses. The next home will be a student designed home that is just over 2000 sq. feet.

No action was needed.

2027-2028 Calendar – Rusty Taylor

Rusty Taylor shared the proposed calendar and reviewed the proposed days off. There has been no feedback from teachers, administrators, or others. The calendar starts on a Thursday, includes five teacher prep days, and ends May 25. Thanksgiving break includes comp day to accommodate parent-teacher conferences. Spring Break remains the second week of March, with an additional prep day after. Brent Bills pointed out an extra day on the calendar due to the parent-teacher conference day before Thanksgiving. It was discussed to end on May 24 to reduce a day. Teacher prep days were scheduled strategically to minimize disruption, especially avoiding long student absences after breaks. Prep days after breaks maintain a four-day learning week. Teachers and administrators mostly supported the schedule and the Thursday start.

Board Member Hammer presented a motion to approve the 2027-2028 Calendar with the discussed changes. Board Member Staheli seconded the motion that passed unanimously.

UFA – Rusty Taylor

No action was needed.

Seal Coat Bid – Brent Bills

Brent Bills reported on the Seal Coat bid. We do the seal coat every five years. We received bids from Holbrook Asphalt and C&B Striping. Holbrook's product offers a 5–7-year warranty, meeting District specifications better than a cheaper 3-year alternative. The alternative bid was nearly \$120,000 less but did not meet durability requirements. Past use of lower-quality seal coat led to premature reapplication. The bid was \$ 410,839 which was in line with other jobs they have done. It is hard to find a product that can last the five years.

Board Member Seegmiller presented a motion to award the seal coat bid to Holbrook Asphalt. Board Member Cox seconded the motion that passed unanimously.

Architect Tax Credit for Enterprise High – Brent Bills

Brent Bills reported on the request from Naylor Wentworth Lund to apply for the energy efficiency tax credits for the Enterprise High projects. Tax credits have no direct financial benefit to the district due to its tax-exempt status. Approval allows the architect to claim credits, which are factored into bid pricing upfront. The architect handles paperwork to document energy savings and calculate credits.

Board Member Hammer presented a motion to approve allowing Naylor Wentworth Lund to apply for the energy tax credit for the Enterprise High project. Board Member Cox seconded the motion that passed unanimously.

2026-2027 Board Meeting Schedule – Superintendent Richard Holmes

Superintendent Holmes reviewed the 2026-27 proposed schedule. If changes are needed, we will follow the law for posting those changes.

Board Member Cox presented a motion to approve the 2026-2027 Board Meeting Schedule. Board Member Gunn seconded the motion that passed unanimously.

Heritage Elementary TSSA Plan Change – Brent Bills

Brent Bills said Heritage Elementary has a new principal who is requesting a change on their TSSA plan.

Board Member Staheli presented a motion to approve the Heritage Elementary TSSA Plan Change. Board Member Gunn seconded the motion that passed unanimously.

Board Member Seegmiller presented a motion to go into a closed session at 3:08 p.m. Board Member Hammer seconded the motion.

Board Member Seegmiller voted Aye

Board Member Cox voted Aye

Board Member Staheli voted Aye

Board Member Wade voted Aye

Board Member Hammer voted Aye

Board Member Gunn voted Aye

Board Member Stirland voted Aye

Present: Board President David Stirland, Board Vice President LaRene Cox, Board Member Craig Seegmiller, Board Member Burke Staheli, Board Member Ron Wade, Board Member Craig Hammer, Board Member Heidi Gunn, Superintendent Richard Holmes, Business Administrator Brent Bills, Assistant Superintendent Nate Esplin, Assistant Superintendent Cheri Stevenson, Executive HR Director Darin Thomas, Executive Director Susan Harrah, Executive Director Steve Gregoire, Executive Director Rusty Taylor, Executive Director Wade Jensen, Learning Director Brian Stevenson, Student Services Director Brad Christensen, and Executive Secretary Kajsia Boyer.

CLOSED SESSION

Property and Personnel Items

Personnel

Present: Board President David Stirland, Board Vice President LaRene Cox, Board Member Craig Seegmiller, Board Member Burke Staheli, Board Member Ron Wade, Board Member Craig Hammer, Board Member Heidi Gunn, Superintendent Richard Holmes, Business Administrator Brent Bills, and Executive HR Director Darin Thomas.

Personnel

Board Member Seegmiller presented a motion to go out of the closed session at 4:03 p.m. Board Member Cox seconded the motion that passed unanimously.

Negotiated Agreements – Superintendent Richard Holmes

Board Member Wade presented a motion to approve the Negotiated Agreements pending ratification from the associations. Board Member Gunn seconded the motion that passed unanimously.

Board Member Staheli presented a motion to approve the Administrative Salary Schedule. Board Member Seegmiller seconded the motion that passed unanimously.

Board Member Cox presented a motion to adjourn the meeting at 4:05 p.m. Board Member Gunn seconded the motion that passed unanimously.

ADJOURNMENT