

1. Truth in Taxation

Business Administrator Darin Clark presented a new legal requirement document approved by the Utah State Tax Commission.

- **Public Access:** Copies are available for the public in the boardroom.
- **Tax Rates:** The current numbers are accurate based on available data but may change slightly once final assessed valuations are released.
- **Meeting Structure:** The document will be presented verbatim during the regular voting meeting. Following the reading, the floor will be opened for public comment and board discussion before any final deliberations. No decisions are being made tonight.
- **Board Feedback:** Superintendent Hughes encouraged board members to review the document from a public perspective and provide feedback to clarify any confusing language.

2. Collective Bargaining

Board Member Janet Ware and Superintendent Hughes reported on the productive collective bargaining meeting held on Wednesday, May 6.

- **Key Issues:** Discussion primarily focused on teacher leave policies, cost-of-living adjustments (COLA), available funding, and insurance percentage increases.
- **Salary & Budget Strategy:** The district aims to push for a 3% salary increase, which would bring the starting teacher salary to \$60,000.
- **Veteran Teachers:** The board noted a long-term need to address compensation for veteran teachers who reach the end of the step schedule (typically freezing at year 9 for a Bachelor's degree and year 17 for advanced lanes).

3. JJHS Principal Hiring Committee

Superintendent Hughes reviewed Policy regarding the structure of the hiring committee.

- **Committee Structure:** The policy mandates a committee consisting of 2 board members, 1 principal, 2 teachers, and 2 parents (typically selected from the School Community Council).

- **Timeline:** The job application window closes on Monday, May 18. The district currently has 6 applicants.
- **Screening Process:** All board members are invited to review applications and narrow the pool down to the top 4 or 5 candidates.
- **Interview Dates:** The board discussed holding interviews on either May 26 or May 27, from 9:00 AM to 3:00 PM. Candidates will be required to complete a writing or troubleshooting assignment prior to the interview.

4. Policy FGAB Student Conduct - Electronic Devices

The board discussed updating the current student electronic device policy.

- **Policy Guidelines:** The policy will strictly restrict cell phone and electronic device usage from "bell-to-bell"—meaning phones must be turned off and out of sight during school hours, including lunch and passing periods.
- **High School Exceptions:** The policy will include specific wording to allow high school students to use devices for extracurricular or school-sponsored activities *only after* they have been officially excused from class and under the direct supervision/authorization of a coach, advisor, or administrator.
- **Action Plan:** The policy will be introduced for a first reading tonight to gather public and board feedback before being revised for a second reading.

5. Policy DADA Employment Transfers

The board debated the current voluntary transfer policy which gives internal district employees first priority for open positions prior to public advertising.

- **Administrative Hurdles:** The current policy requires a rolling internal notification window that slows down the hiring process by up to two weeks, putting the district at a disadvantage in a competitive hiring market.
- **Proposed Adjustments:** The administration will look into rewording the policy to give principals and directors more flexibility to initiate voluntary transfers based on district needs, while still allowing a simple internal mechanism for employees to state their transfer intent.

6. Policy EHA Graduation Requirements

Superintendent Hughes introduced proposed changes to the high school graduation policy.

- **Enrollment Requirement:** A new provision from the state model policy requires students to be enrolled in the district for at least one semester immediately prior to graduation to receive a Juab High School diploma. This addresses the small number of students who finish credits early at Christmas and do not return for the final semester.

- **Course Load Requirement:** A proposal was introduced requiring seniors to be enrolled in at least six courses per semester during their final year. The board discussed implementing this gradually (via a phase-in schedule) to mitigate pushback from students and parents.

7. Policy GC Community Use of School Facilities

Due to time constraints and the complexity of the policy regarding fees and community access, this item was deferred.