MINUTES OF THE BOARD MEETING – MAY 19, 2026

The Board of Education of the Alpine School District met in a board meeting on Tuesday, May 19, 2026, at 6:02 PM. The board meeting took place in the boardroom at the Alpine School District office.

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

Also present: Superintendent Robert W. Smith, Business Administrator Craig Carter and members of the administrative staff. There were approximately 3 others in attendance.

Board President Julie King conducted the meeting.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Kraig Brinkerhoff.

INSPIRATIONAL THOUGHT OR REFLECTION

An inspirational thought was given by Superintendent Smith.

COMMUNITY COMMENTS

There were no community comments.

DISCUSSION/ACTION ITEMS

1. Policy# 4062 – Transfer of Educators
   Superintendent Smith invited **Kraig Brinkerhoff, Executive Director of Legal Services**, to address the Board and expressed appreciation for the policy committee's work in reviewing the policies prior to bringing them to the Board alongside the tentative agreement with Certified Staff.
   Mr. Brinkerhoff – explained that, as part of negotiations, a definition for "Personnel Needs" has been added to the policy. Board members received a copy of the updated policy, which now includes the new definition. He noted that "Personnel Needs" is one of the factors principals may use in determining educator transfers, but the term had not previously been defined. The association requested that a formal definition be included, and Human Resources developed the definition in collaboration with all parties. The definition has been agreed upon by those involved and has now been added to the policy. Mr. Brinkerhoff recommended Board approval.
   Joylin Lincoln motioned to approve Policy# 4062 – Transfer of Educators, and it was seconded by Ada Wilson.
   Ada Wilson stated that replacing vague language with a clear definition helps employees better understand why certain actions are being taken. She noted that the changes are intended for the betterment of the school, particularly in addressing specific program and student needs, rather than relying on an undefined "personnel needs" standard. Ms. Wilson commented that the clarification is a positive step forward.
   The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

2. Policy# 4135 – Guidelines for Reduction in Force
   Mr. Brinkerhoff explained that this policy includes the same addition and definition of "Personnel Needs" as the previous policy. He noted that the definition relates to criteria used in teacher transfers and is also applied in reduction-in-force decisions. The same definition has therefore been incorporated into this policy. Mr. Brinkerhoff recommended Board approval.
   Joylin Lincoln motioned to approve Policy# 4135 – Guidelines for Reduction in Force, and it was seconded by Vice President Bateman. The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

3. Policy# 4162 – Health & Disability

Mr. Brinkerhoff reported that the legislature has updated the state code related to parental leave, specifically addressing provisions for foster parents. He explained that the policy has been revised to align with the updated state law regarding leave for foster parents. Mr. Brinkerhoff recommended Board approval.

Ada Wilson motioned to approve Policy# 4162 – Health and Disability, and it was seconded by Joylin Lincoln.

Sarah Beeson noted that the policy statement was updated to include language affirming that the Alpine Board supports families and recognizes health and disability-related leaves. She emphasized that these additions serve as a reminder of the district's commitment to working with families and considering their needs when developing and applying policies.

President King expressed support for the changes related to foster parents, sharing she was a former foster parent. She also noted that the health and disability policy is generally focused on an individual's medical or disability-related needs, which may differ from broader family situations that may not fall under family leave provisions.

Mr. Brinkerhoff explained that parental leave is currently addressed within this policy, which is why they included the provisions for foster parent leave. He noted that the district could consider separating parental leave into its own policy or revising the policy title in the future to better reflect its contents.

President King clarified that Section 2.1 regarding long-term disability is specific to an individual's circumstances. She acknowledged that parental leave is included in this policy but noted it is not the sole focus. She emphasized the district's commitment to supporting all employees, regardless of family status, and suggested reconsidering the wording to better reflect that inclusivity.

Sarah Beeson asked Julie whether she is requesting a different policy title.

President King clarified that she was not requesting a change to the title, but rather expressing concern about ensuring the policy language is inclusive of all employees. She acknowledged the intent behind the wording and emphasized the importance of supporting employees regardless of how family is defined, noting that the discussion is specifically regarding parental leave.

Ada Wilson asked for clarification as to whether President King was referring only to the changes made to the policy statement.

President King stated that she would prefer removing the three words in question. She clarified that her concern was not about the district's support for families, but rather ensuring that the policy language is inclusive of all employees. She noted that Section 2.1 pertains specifically to parental leave, while other provisions such as long-term disability and extended sick leave apply to individuals and are not limited to circumstances such as adoption, foster care, or maternity leave. She emphasized the importance of inclusive language that reflects support for all employees.

Ada Wilson asked whether President King would be amenable to revising the language to "support employees and their families."

President King responded that she would be supportive of that wording.

Ada Wilson asked for clarification on the procedure for making a friendly amendment.

President King stated that because Ada Wilson had made the motion, she would be able to request an amendment.

Superintendent Smith explained that a motion on the table may be amended, or an alternative or substitute motion may be offered.

Ada Wilson asked Sarah Beeson if she was comfortable with the proposed language, "Alpine supports employees and their families."

Sarah Beeson responded that she was fine with the revised language.

Ada Wilson – In that case, I would like to amend my motion, that we pass in favor of Policy# 4162, with the following change in the policy statement "The Alpine School District Board of Education supports employees and their families". Can you notate that change, Kraig?"

President King asked Joylin Lincoln, who had seconded the original motion, whether she would also second the amended motion.

Joylin Lincoln seconded the amended motion.

Ada Wilson noted that the policy also clarifies postpartum leave and establishes parameters around foster care leave, ensuring that both parents are not duplicating leave benefits. She added that these provisions reflect other guidelines included in the bill.
Vice President Bateman asked where those parameters are located within the policy.
Ada Wilson responded that they are located toward the end of the policy.
Mr. Brinkerhoff stated that parental leave is included under Section 2.1 at the bottom of the policy and noted it was displayed on screen for reference.
President King asked whether Ada Wilson was referring to Section 2.7.3 regarding two foster parent leave-eligible employees.
Ada Wilson confirmed that she was, and explained that foster care differs in nature because leave may be used intermittently as children enter and leave the home, rather than as a single continuous leave period.
The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

4. Policy# 4165 – Personal Leave
Mr. Brinkerhoff reviewed a proposed one-year pilot program, effective July 1 through June 30, 2027, that would allow educators to use up to 10 personal days annually without salary deduction. Mr. Brinkerhoff recommended Board approval.
Vice President Batman motioned to approve Policy# 4165 – Personal Leave, and it was seconded by Joylin Lincoln. The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

5. Policy# 4191 – Salary Lane Changes
Mr. Brinkerhoff noted a minor change under Section 1.3.1, allowing up to 10 semester hours of USBE micro-credential credit to be earned, rather than 5, during the 2026–2027 school year. Mr. Brinkerhoff recommended Board approval.
Joylin Lincoln motioned to approve Policy# 4191 – Salary Lane Changes, and it was seconded by Vice President Bateman.
President King asked Kraig for clarification on whether the item was intended as a one-year pilot program.
Mr. Brinkerhoff responded that while the policy states it is beginning, it does not include an end date.
President King then confirmed that it is not a pilot program and thanked him for the clarification.
The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

ACTION ITEMS

1. 2026-2027 Certified Agreement
Superintendent Smith expressed appreciation to AEA leadership in attendance, including Mike, Derek, Brandon, and the negotiation teams. He also thanked Cami for leading the district team, as well as all others who participated in the process. He noted it was a challenging year with limited funding discussions, resulting in a focus on policies and related adjustments. He further thanked the Board for their support and acknowledged the collaborative efforts of all teams involved. He then asked whether Mike Gowans would like to come forward to share additional details.
Mike Gowans reflected that 26 years ago he stood before the group as the incoming AEA president, initially expecting a short tenure, but has remained in the role since. He described the moment as bittersweet, noting this would be the last official Alpine contract approved. He acknowledged the challenges and changes over the years, including early negotiations that were highly contentious, and contrasted that with the collaborative relationship that was later built between labor and district leadership. He credited the Board, administrators, superintendents, and AEA leadership for fostering a more cooperative approach. He noted that, due to limited funding this year, negotiations focused primarily on policy adjustments and efforts to support teachers' workloads and provide time to prepare for the district split. He recognized the challenges associated with the community's decision to split and its impact on contracts and resources. Mr. Gowans emphasized that while students remain the district's priority,

employee support is essential to student success. He concluded by expressing appreciation for the work on the contract and encouraged approval.

Vice President Bateman motioned to approve the 2026-2027 Certified Agreement, and it was seconded by Dr. Mark Clement.

Ada Wilson asked President King or Rob to clarify whether, according to law, policies in effect at the time of the vote or creation date carry forward and continue to apply, and how any subsequent policy changes would be handled.

President King asked if she was referring to the period between the creation date and the new district start date.

Ada Wilson confirmed, clarifying that she was asking whether the policies would continue to apply to Alpine only.

President King confirmed that this was correct. She added that the new Boards could choose, during the period between the creation date and allocation date, to add to existing policy, but they could not reduce existing policy.

Ada Wilson thanked her for the clarification.

President King further noted that the policy would continue to apply for one year after implementation, and acknowledged she should have included the full asterisk language.

Ada Wilson thanked her again for the clarification.

Vice President Bateman expressed appreciation to Mike, noting his long tenure and the significant responsibility of his role. She stated that many people are unaware of the depth of his work and the weight he carries, and thanked him for consistently showing up and advocating for those he represents. She concluded by expressing hope that he leaves his service feeling proud of his contributions.

The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

2. <u>2026 Summer and Fall Adjusted Board Meeting Calendar</u>

Superintendent Smith explained that, based on discussions with Board members in superintendent meetings, it has become clear that there may be a need for meetings such as the one held tonight. He noted that it is more efficient to have meetings scheduled in advance and cancel them if they are not needed, rather than trying to find time to add meetings later. He stated that additional meetings have been included in the September and October calendars as presented in the packet, and that these meetings can be canceled if there are no items to address. He recommended Board approval.

Ada Wilson Motioned to approve the 2026 Summer and Fall Adjusted Board Meeting Calendar, and it was seconded by Vice President Bateman. The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

<u>ADJOURNMENT</u>

On motion by Ada Wilson and seconded by Vice President Bateman, the meeting adjourned into Closed Session at 6:28 PM. The Board Members who voted in favor were Ada Wilson, Joylin Lincoln, Dr. Mark Clement, Stacy Bateman, Julie King, and Sarah Beeson.

<u>MINUTES OF THE CLOSED SESSION – MAY 29, 2026</u>

The Board of Education of the Alpine School District met in a closed session on Tuesday, May 19, 2026 at 6:35 PM. The meeting was held in a conference room at the Alpine School District Office.

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

Also present: Superintendent Robert W. Smith and Business Administrator Craig Carter.

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

ADJORNMENT

On motion by Vice President Bateman and seconded by Joylin Lincoln, the meeting adjourned at 7:05 PM.