NORTH SANPETE SCHOOL DISTRICT
SCHOOL BOARD OF EDUCATION WORK MEETING
SEPTEMBER 8, 2026

Minutes of the North Sanpete School District Board of Education Work meeting held Tuesday, September 8, 2026, at the North Sanpete School District Office. President Richard Brotherson called the meeting to order at 6:00 p.m.

Board members in attendance were President Richard Brotherson, Greg Bailey, and Stacey Goble. Jeremy Madsen and Joseph Cook were not in attendance.

Others in attendance were Superintendent O'Dee Hansen, Assistant Superintendent Rena Orton, Business Administrator Rickie Stewart, Board Secretary Brittany Stubbs, UEA Representative Cindy Johansen, Zac Dimmick, Tara Syme, Scott Johnson, Wes Christensen, and Lacey Rosenlof.

KMA School Building Evaluation Report

Wes Christensen and Scott Johnson from KMA presented the preliminary school building evaluation report. KMA representatives visited each District facility with Maintenance Director Zac Dimmick and evaluated architectural, site, electrical, structural, and mechanical conditions. They explained that many District buildings contain both older original construction and newer additions, and the overall ratings reflect each facility as a whole. In general, District facilities were rated in fair to average condition, with Mt. Pleasant Elementary among the highest-rated facilities and Pleasant Creek School among the lowest. North Sanpete Middle School and North Sanpete High School also have areas requiring significant attention.

President Brotherson asked that future planning focus on the most critical needs rather than simply the overall condition of each building, with priority given to safety, structural concerns, roofs, electrical capacity, mechanical systems, and other items that could affect students and employees. KMA representatives agreed that the evaluation should be used to develop a prioritized list of projects and a long-term facilities plan, including estimated costs and potential funding sources.

The Board discussed concerns at North Sanpete High School, including electrical capacity, mechanical cooling, portions of the original building with lower seismic ratings, aging doors and windows, and roof needs. Mrs. Goble asked about the structural capacity of the weight room located above the locker room. KMA reported that its structural engineers had reviewed the area and found the concrete floor structurally sound, with observed drywall cracking considered cosmetic.

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The Board also discussed North Sanpete Middle School, including settlement in portions of the building and concerns with the framing of the roof. KMA explained that the settlement does not appear uniform throughout the structure and that possible corrective measures are identified in the evaluation. KMA offered to consult further with its structural engineer regarding the urgency of the concerns and possible solutions. Superintendent Hansen noted that little change in the settlement has been observed over approximately 12 years. Mrs. Goble suggested monitoring and measuring the area to determine whether additional movement occurs.

Discussion then focused on long-term planning. Board members expressed a preference for improving and selectively renovating existing facilities where practical rather than assuming complete replacement. The Board discussed coordinating related projects, avoiding investments in areas that may later be substantially renovated or replaced, considering future enrollment and classroom needs, and grouping construction projects when possible to improve efficiency and attract competitive bids. Business Administrator Stewart noted that a complete school rebuild is not currently financially feasible, and the Board discussed developing a plan that balances major long-term projects with smaller annual improvements.

President Brotherson requested additional explanation for items receiving the lowest evaluation scores so the Board can better understand their severity and prioritize needs. KMA agreed to provide narrative explanations for the lowest-rated items and additional information regarding the high school and middle school as the report is finalized. KMA also recommended obtaining contractor estimates to assign projected costs to major electrical, mechanical, structural, and other improvements and offered to assist the District in developing a facilities master plan.

Superintendent Hansen asked what remained before the evaluation could be finalized. KMA indicated that the report is substantially complete, with some additional review of the high school and middle school remaining. KMA will upload the final evaluation to the shared drive and notify the District when it is available so Board members can review it.

District Fleet Vehicle Markings

The Board discussed options for identifying District fleet vehicles. Mrs. Goble emphasized the importance of consistent and visible identification for public accountability and driver safety and suggested that durable vinyl markings could provide a relatively inexpensive option. Discussion also included the District's lack of consistent branding and whether a standardized District logo should be developed.

Board members generally agreed that vehicle identification should not be delayed while a broader District rebranding effort is considered. Mr. Bailey suggested using simple District identification and vehicle numbers rather than large graphics and expressed

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greater interest in vehicle tracking or other safety technology. Mrs. Goble noted that clearly identifiable vehicles may encourage safer and more responsible use.

The Board discussed the potential use of vehicle tracking or safety devices as an additional accountability and risk-management measure. Business Administrator Stewart agreed to contact Utah Risk Management regarding available programs, recommendations, and potential costs. Superintendent Hansen also agreed to explore available options.

The Board discussed addressing District branding separately, potentially involving students or the community in development of a consistent District logo.

The Board requested that information obtained from Utah Risk Management regarding vehicle tracking and safety options be brought to the September 15, 2026, regular Board meeting for further consideration.

Board Recognition Discussion

Mrs. Goble initiated a discussion regarding ways to make Board recognition more intentional and meaningful. The Board discussed moving away from routine recognition by each Board member at every meeting and instead recognizing individuals or groups when there is a significant accomplishment or contribution to celebrate. Suggestions included inviting honorees to a Board meeting when appropriate, presenting certificates or personalized recognition, taking photographs, sharing recognition through District social media, and utilizing the District's "You Rock" recognition program.

The Board discussed submitting recognition nominations in advance so appropriate recognition can be planned and included on the agenda. President Brotherson suggested that nominations be submitted to the Board Secretary approximately one week before the meeting. If there are no appropriate nominations for a particular meeting, a recognition item would not need to be included on the agenda.

The Board agreed to begin the revised approach with recognition of Talia Casares for being named the Utah Teacher of the Year at the September 15, 2026, regular Board meeting, if she is available to attend. Future recognitions will focus on making the acknowledgment meaningful to the recipient rather than requiring recognition at every meeting.

Policies – Hiring Practices (Policies C-13, D-15, and D-45)

The Board discussed District hiring practices and related Policies C-13, D-15, and D-45 as a group. President Brotherson explained that a primary concern is the current two-step hiring process, which requires certain positions to be advertised internally before being opened to outside applicants. The Board discussed how requiring multiple rounds of posting and interviewing can lengthen the hiring process and create frustration for

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internal applicants who may be interviewed and passed over before the position is ultimately opened externally.

Tara Syme discussed the history behind the internal-posting requirement, explaining that it was intended to ensure current employees were made aware of available positions and had an opportunity to apply rather than positions being filled or employees transferred without notice. Board members discussed whether that purpose could still be accomplished by advertising positions internally and externally at the same time. President Brotherson expressed support for a single posting process that would allow the District to consider all qualified applicants and select the best candidate.

Mrs. Goble raised a related concern regarding opportunities for current employees to develop the experience necessary to qualify for administrative positions. The Board discussed ways to provide leadership opportunities within the District so employees can gain administrative and supervisory experience even when traditional assistant principal positions are not available. Superintendent Hansen suggested that employees could be given responsibility for specific projects or initiatives, potentially with additional compensation, as a way to develop leadership experience.

President Brotherson volunteered to work on proposed revisions to the hiring policies based on the discussion and bring them back to the Board for further consideration.

The Board also discussed establishing a more systematic process for reviewing District policies, including maintaining a record of when policies were adopted or last reviewed and reviewing a manageable number of policies on a recurring basis.

Work Meeting Process

Because this was the Board's first quarterly work meeting, the Board discussed how future work meetings could be structured more effectively. President Brotherson recommended limiting work meetings to topics appropriate for in-depth discussion and providing Board members with background information, supporting materials, and proposed solutions in advance whenever possible. Board members discussed beginning to identify topics for the January work meeting now rather than waiting until shortly before the meeting.

The Board also discussed the length and frequency of work meetings. Members noted that more frequent, time-limited work meetings could allow for focused discussion while encouraging participants to review materials and prepare in advance.

Executive Session

A motion was made by President Brotherson and seconded by Mr. Bailey to exit the work session and enter executive session to discuss the character or professional competence of an individual.

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Roll Call Vote:
Mr. Brotherson – Yes
Mr. Bailey – Yes
Mrs. Goble – Yes

The motion passed unanimously.

The Board entered executive session at 8:04 p.m.

A motion was made by President Brotherson and seconded by Mrs. Goble to exit executive session and return to the work session.

Roll Call Vote:
Mr. Brotherson – Yes
Mr. Bailey – Yes
Mrs. Goble – Yes

The motion passed unanimously.

The meeting returned to the work session at 8:26 p.m.

Adjournment

A motion was made by President Brotherson and seconded by Mr. Bailey to adjourn the meeting. The motion passed unanimously.

The meeting adjourned at 8:26 p.m.

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