

# October 2026 Board Meeting Audio

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## SUMMARY KEYWORDS

Board meeting, Public comment, School reports, Budget audit, Mentor program, Student achievement, Cross country, Apex Center, Fiscal strength, Teacher training, School culture, Trust lands, Coaching stipend, Bleacher replacement, Holiday bonus

## SPEAKERS

Speaker 4, John Dodds, Lane Mecham, Jared Brems, Myron Cottam, April Lefevre, Larry Marshall, Speaker 1, Speaker 2, Ralph Perkins, Speaker 3, Curtis Barney, Ryan Bytheway, Luciene Syrett

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Ralph Perkins 00:01

The on the paper, and then you announce your name for the recording before you start speaking. And we always, I kind of like to start with online, and so we'll have Mr. Meham look and see if we've got anybody in Never Neverland that wants to talk. April, are you there?



April Lefevre 00:21

Yes.



Luciene Syrett 00:23

Yes, I am here. Can you hear me?



Ralph Perkins 00:25

Yep. Awesome. So,

R

Ralph Perkins 00:31

is this is her? Hey. All right. Is there anybody that for public comment?

R

Ralph Perkins 00:39

Yeah.

L

Larry Marshall 01:06

Hey, can you guys hear me? Okay, I can't hear you, but I'll just talk. I'm jumping on here to comment about the hourly employee and coach ban. Sorry, I don't know the technical name for the policy, but this I want to ask you guys to either pass the new policy or grant Escalante an exception because this policy is negatively affecting our most vulnerable students, especially in such a small community, I'm surprised at the policy in general because I think this board is great about empowering its administrators to act and to manage their schools. So I'm kind of just surprised at the policy, and I also think that you guys have spent a ton of time on this policy, and it's time to just change it and not putting more resources to it. So, thanks a lot. Hope you guys have a great meeting tonight.

R

Ralph Perkins 02:11

Thank you. Anybody else online? Nobody else. Okay, all right. How about in house? We have anybody with public comment? Guys are being easy on us. Awesome. Okay, so that'll put us into our next section, our school board reports. I'll go ahead and report. I don't have anything. I've in the last month I've been to the state fair. I'm on the state fair Junior Livestock Show Committee. I actually zoomed last meeting, and then I've had a bout of shingles. And yeah, I'm alive though, and I still have one foot that feels like it has ants running in it. But anyway, it's pretty wild. I recommend getting vaccinated for it.

R

Ralph Perkins 03:13

Anyway, and so I'm doing good, and looks like we have lots of great things happening in schools. I've been to lots of lots of games. It's been fun to see the kids back in. The teachers doing well.

 Jared Brems 03:26

Along with board member Lefevre, attended the budget audit hearing, and everything that I heard from it was very positive. Done a really good job, especially thanks to Lane, but he can comment on it too because he was there. But yeah, the overall consensus is we're on the right track and things are looking good. We're doing well.

 Curtis Barney 03:58

Five counties meeting was today, so I elected to drive east instead of west. That's

 John Dodds 04:04

good answer.

 Curtis Barney 04:04

So I did not leave.

 Myron Cottam 04:08

I haven't got anything, President.

 Ralph Perkins 04:11

Okay. April.

**L** Luciene Syrett 04:13

Yes. Um. I I did go to board of directors meeting on the ninth, and uh, we've got the new school board member institute all set up for december 5 is the correct date. I said that wrong last time, and just a reminder that is for superintendents, new or reelected school board members and board presidents, if possible, to go to that. We've got it's a great great program. It's one day. It's at the Marriott in Provo, and then also in conjunction with it being an institute instead of a one day thing, and then that's it. We're developing a mentor program similar to the superintendent's mentor. We're using Lexi's description. To kind of have someone on the board of directors that will be assigned to a new board member coming on, just to give them information and direction on what USBA is and how that that can help us. So we are excited about about that for sure.

**R** Ralph Perkins 05:31

Okay. Thanks, April. Okay, Superintendent.

**J** John Dodds 05:35

Mine's going to be pretty short, which is not normal president. So there you go. But it's it's it's it's amazing how fast the year is going. I can't believe it's

**R** Ralph Perkins 05:47

we're almost first quarter. Yeah, it's almost over.

**J** John Dodds 05:50

Yeah, sports are all in in full swing, and some are even finishing up. Congratulations to Pangiutch High School baseball team. Brought home another state championship, which was really exciting. Undefeated season too. Undefeated season. Yeah, yeah, that was fun. So, I think the biggest thing to report on for me is just just the success of the vision the boards had for quite some time, and really reinforcing one of the comments made. We empower these schools to identify their challenges and identify their their areas for growth, and I'm excited to hear from the from Escalante High School and Elementary School today, and just from last time how fun that was to watch as these schools put together plans and visions and and work on student achievement. Also, just really how fun it was for as a board during our work meeting to discuss our student achievement and understand what that means to us. That's that's the right kind of work, and it's it's fun to work with these guys and ladies. Lady



Luciene Syrett 06:52

President, I did need to make a shout out to to Bryce Valley High School for hosting Region cross country this week and congratulations to



Ralph Perkins 07:05

Bryce were champions correct yes Bryce Valley



Luciene Syrett 07:08

Bryce Valley was was first Panguitch was second and you didn't know I would



Ralph Perkins 07:12

know that did you the girls



Luciene Syrett 07:14

no I knew I knew it's a it's a great thing I think the Panguitch girls won Bryce Valley so it was flipped for the girls, but every the volunteers. It was just really fun to see everybody come together and make that event happen. So congratulations to Principal Ott and her support staff.



Ralph Perkins 07:35

Okay, thank you, April. Hey, Lane.



Lane Mecham 07:41

A lot of progress is being made on the design for the Apex Center, also for the Panguitch projects.



Luciene Syrett 08:16

I'm not hearing Lane. I can't hear Lane.



Lane Mecham 08:22

Final April. Obviously, you and Jared had an opportunity to listen in on that audit committee presentation from the auditors. We added, I think, three and a half million dollars of fund balance to the fund balance last year, so we're very fiscally strong. We talked about just kind of the revenue trend historically, tax revenues, state revenues, and we're trending very positively, especially considering the enrollment changes that we've had, so things are looking good.



Ralph Perkins 09:05

Was that better, April? Could you hear me?



Luciene Syrett 09:11

Yes, I could. Yes, I could hear him a lot better.



Ralph Perkins 09:14

Just have to make sure we have the mic on. Yes, talking. Okay, thank you, Lane. So that brings us to our presentation. Mr. Bytheway, is going to present on. You've got you brought help.



Ryan Bytheway 09:31

I brought brains. There you go. Behind it, yeah. There you go.



Ralph Perkins 09:34

Escalante Elementary and Escalante High School are going to do the presentation on their summer development.



Ralph Perkins 09:54

So have to talk really loud so they can hear.

R

Ryan Bytheway 09:56

Okay. Social

R

Ralph Perkins 10:13

media. I'm getting buzz that is not here.

R

Ryan Bytheway 10:16

All right, we had people from Escalante Elementary and High school travel to the highly reliable schools conference was in Florida. Highly reliable system is highly reliable school system is something that has levels and it helps us so that we establish systems that are consistently helping kids achieve academically. I'm going to let Larry go first and talk about some of his experiences, and then I'll talk about he'll talk about at the elementary school how that's impacted not just him but but several teachers, and then I'll talk about at the high school as well.

L

Larry Marshall 10:58

So one of the things you can hold it. I just okay. One of the things that I really felt good was some of the training that they gave us. They talked about music in the school, and I've actually taken and put it out a little bit. So sometimes I'll take when my kids are kind of getting antsy, I'll throw on a song just to break it up, and that's really helped. Or sometimes just having some music as they come in and win. Another thing they talked about was increasing the level of vocabulary, and I hadn't really thought about. We have a vocabulary list, but they suggested that even if we take that vocabulary list up and try to break it out into even the different subjects like math, language arts, science, and increase our vocabulary, it's amazing the results of our RISE testing, just by increasing the vocabulary in the film, one of the biggest things I think that we got out of it was our teachers. For some reason, we're kind of now more on the same page and helping each other because now we're talking about students. We're not talking about other things. We're actually spending time. I'll give you an example. Sally came in the other day, Mrs. Orum, and she says, "I have 15 minutes here. You want me to help you with some class? And I've I've got a bigger class. So I says, if you could take these five kids and just help them start get on the computer and start reading on a higher level, then and that's been amazing because it's been able to let me take and work with my, you know, the red kids and those kids that are all happy here. So just the communication that we're having in the schools, I I feel comfortable. I can walk to any teacher in my class in my school now, where before I was a little hesitant being new. I can walk to anyone. I will give me advice. They'll say, Yeah, this is what I did last year with the student. So we're really talking a lot about students now more than we have before, and I think as we came back from that conference, that's what we wanted to do. We wanted to be more everybody. And another thing I think the conference taught me was the fact that we have to like what we're doing. We we need to be happy in our place, and if we're happy, then the kids are happy.

That's excellent. Yeah, level one of a highly reliable school. I'm sure you guys have heard this like a million times. Is a safe, collaborative culture, and that means different things at both of the schools in Escalante. At the elementary school, the teachers they perceive safety as good communication, and so I've been working to improve my communication with them, helping everybody be aware of events that are coming up. At the high school, they you know safety is perceived as orderliness, and so one of the things as we're implementing this highly reliable system is we're having regular conversations and collaboration with teachers, and when they say, "Hey, we've got this advisory period, and it's kind of a jumbled mess, and we feel like everything's going crazy, we immediately act and we together to come up with solutions. And that's because we're trying to implement this HRS system. Where if it wasn't there, I'd be like, "Well, I'll think of something, and not a lot would actually happen. But because we're working to implement this HRS system, we have those conversations more often. One of the best parts is on our PD days, we have our collaboration meeting, and it's really important that that collaboration is focused on student academic achievement. We're not talking about who's going to bring the treats next week, or or you know who's going to be doing tickets for the volleyball game. We talk about the academic needs of our students, and then we have an additional meeting that all of our teachers have agreed to do because they're buying into this. Where so so we have our PD on one Friday, and then about two weeks after that, we'll have a faculty meeting that will go long because we want to talk about our student achievement. One of the other really cool things, she's not here, but my new special education teacher, Didi Bourbon, she had not. Moved to Escalante, but we had arranged for her to go from Santa Fe, Santa Fe, New Mexico, where she was, and join us on that. And she got a head start on interacting with all of the faculty at both schools. I think that at both the high school and the elementary school, the ability to interact with and and and confidence in our special education program is through the roof because not only did we get a head start with her, but we got it in a setting where they focus a lot on the culture of how you interact with people. And she was able to take that and with it. It also is just great that she is a wonderful hire. She's an amazing person. She's very knowledgeable about what she does. So, put that on the record that she was an amazing hire. No, it makes it sound like I'm talking about me. I'm talking about her. I don't get any credit for that, but the fact that teachers were getting together and we're having meetings, and they're not just nag meetings or complaint meetings, but we're actually concerned about kids, is a. I perceive it as a shift in culture that is going to lead us to greater results. I don't know what those results will be, but I'm I'm I'm pretty excited for what this year is going to bring because of that. The example that Larry gave about another teacher saying, "Hey, I perceive that you're struggling during this reading time. Can I take some of your high end readers, pull them aside? That's happening during these conversations of collaboration, and the fact is, I didn't know about that until the drive up here, because it's just the culture is: if we see a need, we talk about it, and then we go with it. We make it happen. We don't wait for three months of approval. We just get things done. That's how it's affected our schools. I hope that you guys perceive that as a valuable thing. I think that it is. I think that we have some teachers that are a lot more satisfied in their work, and hopefully, we are able to show some results academically at the end too.

R

Ralph Perkins 17:12

Thank you, guys. So stick around. There are probably going to be some questions on it, but I just want to say that you know one thing that I've totally enjoyed being on the board is is that to see the shift from the conversations when I came on in 2021 to what we're talking about now, and and celebrating achievements like that, and looking at you know we we one of our discussion items today we were talking about test scores, and and how that that's you know that that's an important indicator, but these kinds of things are are where it's really at, and and how much I enjoy hearing that that the money that we're putting the resources we're putting towards training teachers is is affecting schools in a positive manner, and and I applaud the superintendent for that work, and and Lane for making sure that we have the funds to do these things, and and all of your kids are benefiting from from these resources being spent that way. And not that we don't still have a lot of other things that we need to work on, but the bulk of our time being spent on this stuff has made this an awesome position to be in. So, anybody else got questions for these guys?

C

Curtis Barney 18:26

How many went?

S

Speaker 1 18:35

I but some of them. Oh man, you're asking me to remember things from a long time-that was a lifetime ago. Yeah, we had about 10 people go, representatives from both schools. We had a few of them, like like Dee Dee Bourbon. She works at both schools,

C

Curtis Barney 18:51

right?

S

Speaker 2 18:51

So that actually-that's a-that's a double whammy there.

C

Curtis Barney 18:56

Good.

R

Ryan Bytheway 18:56

Yeah. The best part is I got some of my key leadership to go to these meetings, and and that actually is a really cool thing because that means that when I'm not in the room, and I'm not in the room half the time just because of of how my assignment is, the people who are I'm leaving behind, they were on the same page. That's so awesome.

M

Myron Cottam 19:20

Thank you,

R

Ralph Perkins 19:20

April. Do you have any questions or comments?

L

Luciene Syrett 19:24

No, I just see such growth in the leadership in our schools over there. Thank you very much, Principal. Bytheway, and great things are happening.

R

Ryan Bytheway 19:36

Thank you.

R

Ralph Perkins 19:42

Anybody else? All right. So this next part, we didn't actually have any separate things for board discussion, and so I wanted to give the board a chance to summarize some of the things we talked about in work meeting today. One of the the first thing that we. Talked about was our responsibility as board members with the school trust lands, and you know, and one of the things is that we're being encouraged as board members to become very much more a active part of that process, and and how that looks, and and what our responsibilities are that way, and and some of the things that we can celebrate, some of the things we need to watch for, and and so schools just know the board where we've been asked to become more of a part of that. That doesn't mean that we change anything. We just come listen to your conversations and are part of the process more. And so anyway, anybody else, any other board members? April. Anybody?

C

Curtis Barney 20:46

They just with the increased funding continuing to go up. They want board members to take a more active role in approving or helping you be on the right track. So, kind of a new learning curve for us, also. Yes, sir.

M

Myron Cottam 21:04

One thing I got out of it was the goals have to be achievement oriented, and you've got to be able to measure those goals, and so it may put a little bit of a change on some of the things we've done in the past. We need to use this money to go to Lagoon. Well, how do we how do we measure the learning that's going to come from that? And so we talked about it. There are other ways to maybe fund that trip, and let's focus our trust lands on actually helping kids to learn and follow the goals that even our district has set up to again put everybody on the same page and streamline it.

J

Jared Brems 22:05

Giving us a rubric to bring, so it's not us determining anything. It's we're just reading off a sheet. Does this meet the requirement? Yes or no. So,

L

Luciene Syrett 22:18

President, I'll just was going to bring up the fact of the rubric as well. They're giving they're giving us more responsibility, but at the same time, they're not leaving us without some training and some tools so that we can we can make some changes before they go to the trust lands. I like that the way that that has changed because it seems like in the past, the schools it's a deadline. A lot of times they get things there to get those deadlines meet, met, and maybe anticipating that if there's problems, they'll catch it there. And sounds to me like trust lands-they've got a lot on their plate. They're wanting us to do that more locally, so I'm I'm glad that we have some guidelines with the rubrics as well.

R

Ralph Perkins 23:11

Next item that we talked about is testing our school report cards, and I just like to applaud the schools. Everybody is. I mean, we're seeing lots of progress, even though some of it's not what we want to see. We're getting there. The presentation by Escalante Elementary and High School is exactly what we're talking about. That doesn't necessarily show up on test scores and things like that yet, but it will, and we're seeing the kind of progression that we want. And we're as a board, we are very very proud of what we see in the schools, and that was very evident in everybody's discussion. We know that our schools are trying hard; they've got hard jobs; they're doing great work, and we've just seen so much progression the last several years, and so anyway, so I just like to congratulate every all of our schools, all of our staffs for their commitment to becoming better. Anyone else? Diddo, diddo, April

J

Jared Brems 24:20

focused on seeing the growth, and we're seeing it.

L

Luciene Syrett 24:24

I agree. Good discussion. the The

R

Ralph Perkins 24:27

last item we discussed, we discussed that policy that we're going to vote on. I don't think we necessarily will have an opportunity to discuss that in the action items, and so I don't want to I don't want to try to summarize that because I want everybody to have a chance to tell their own opinion and and voice how they vote based on that. So we'll move on that. So that brings us to our board business and future board items. And this is where I'm going to be really handicapped, not being able to see the agenda. Our security's got me. Security out. I can't even get in today.

R

Ralph Perkins 25:12

Okay, we're already in October, and this is November meeting we're planning. So it's crazy.

J

John Dodds 25:21

Someone else redone it because they have.

**R** Ralph Perkins 25:22

Yeah, some of them are every time. Oh boy, we get to select the Christmas card. Nah, always a good day. It's fun. Okay.

**J** Jared Brems 25:41

Also, the discussion and approval holiday bonuses, if available.

**R** Ralph Perkins 25:45

And so, anybody out there, if you have things that you need to be ah that you want to see on the agenda or concerns that you have, we usually two weeks before the board meeting we have a agenda planning session, and so you can either reach out to the district office or to either myself or Mr. Brems, and we can discuss putting those items on the agenda. And I had another thing that just left my mind. Oh, we need to pick a date. Yeah, yeah, for the next meeting.

**J** John Dodds 26:23

Yep, we

**L** Luciene Syrett 26:25

have listed the 19th. Is what I had. So is

**R** Ralph Perkins 26:31

that going to be good still?

**L** Luciene Syrett 26:33

It's good for me.

 Myron Cottam 26:44  
Yeah,

 Jared Brems 26:57  
that one's in Trop. That one's at Bryce Bryce Canyon.

 Ralph Perkins 27:00  
Yeah, that one's at Bryce Canyon City, right? Because the December one. Yeah, we because

 John Dodds 27:06  
we switched.

 Ralph Perkins 27:07  
Switched. That's gonna be our. We

 John Dodds 27:11  
got to get that out because on this it shows Panguitch. Oh,

 Ralph Perkins 27:14  
we're at Panguitch. The Bryce Canyon City's December.

 Luciene Syrett 27:17  
December. This is what's in Panguitch.

 Ralph Perkins 27:19  
This one's in Panguitch.

 Jared Brems 27:20  
Oh yeah.

 Jared Brems 27:21  
Sorry,

 Ralph Perkins 27:21  
I was like, "Are we doing the Christmas part of that early? Yeah, I was off

 John Dodds 27:25  
there too. Okay, so we're Panguitch the next one, and then Bryce Valley. Right, November 19th

 Ralph Perkins 27:29  
Okay, and all right, and then the Christmas one, we'll have to just plan that one the next time the date on there because I don't dare do it this far

 Curtis Barney 27:43  
out.

 Luciene Syrett 27:44  
We did have the 17th.

 Ralph Perkins 27:47  
Yeah, that's kind of what we had, but we'll need to solidify that.

 Luciene Syrett 27:49  
Okay,

 Ralph Perkins 27:51  
we don't know everything that's happening right then. And we've got to check with availability at Ruby's Inn. April, could you do that?

 Luciene Syrett 28:03  
What check with Ruby's in? I'd love to. Yeah, I could do that. I could

 Ralph Perkins 28:05  
just check with them and make sure that date's going to work. Yes. Yeah. I will.

 Luciene Syrett 28:09  
I will check with Brad. You bet.

 Ralph Perkins 28:12  
All right. Thank you.

 Lane Mecham 28:13  
Jordan has actually already scheduled.

 Ralph Perkins 28:16  
Doe she, we'll look at Jordan. Okay, let's let's go for Jordan.

 Luciene Syrett 28:19  
Okay, that's great.

 Ralph Perkins 28:21  
Awesome. So you can plan on december 17. Okay, if we've got a room done. Okay, so that brings us to our next public comment.

 Lane Mecham 28:36  
Click the react button. Sorry.

 Ralph Perkins 29:13  
Your name, and then you just say your name again, so it's on the public record.

 Ralph Perkins 29:21  
My name is Ryan. Bytheway, I'm making this comment under duress. It's not under duress. Some unnamed people will call them Nikita and Mary. Have told me that I need to comment. I know you guys have already had your discussion about classified employees, hourly employees, and and coaching, and whether those things can be compatible. They insisted that I speak with passion and cuss words. Not going to do that, but I want you to know that I agree with everything that Miss Nikita said earlier in her comment. It would be very beneficial. To us in Escalante, if we were able to have those things be be compatible somehow, so that will be my comment.

 Ralph Perkins 30:14  
Okay, we have anybody online? Hi, April. They can see you. Yourself

 Lane Mecham 30:26  
and make a comment.

 Ralph Perkins 30:57  
Seeing no no more comments, we'll move into the board action items. The first one is the classified employee stipend for extracurricular advisors. I'll turn the time over to the superintendent for real quickly to summarize that and give what the recommendation is.

 John Dodds 31:15  
Yeah, the simplified version is the policy will not change at all. It just reinterprets the policy to move a volunteer status from no pay to being able to access a nominal stipend. So there will not be additional professional development. Not nominal. The the

 Ralph Perkins 31:36  
the coach's stipend. Yes. Correct. Is that what you mean?

 John Dodds 31:39  
Yes. Yeah. But it has to be nominal nature, and the good news is

 Ralph Perkins 31:42  
it's it's nominal. It's

 John Dodds 31:43  
nominal, yeah. So

 Ralph Perkins 31:44  
13 cents an hour. Yeah,



John Dodds 31:45

that's that's right. So that's the only change that's being recommended at this point. Again, it wouldn't provide them access to professional time off, and they would still have to follow the policy as written, which it has to come to the board for approval, but the change would be our interpretation of volunteer, where they could access instead of being volunteer meaning none. It means that they could access a nominal fee, which is the coaching stipend.



Ralph Perkins 32:15

Okay, so we need to have a motion on the floor, then we can discuss.



Myron Cottam 32:24

I'll make the motion. We accept that.



Ralph Perkins 32:28

Okay. Is there a second that proposal?



Myron Cottam 32:30

Yeah, as been explained. Is



Ralph Perkins 32:34

there a second? Jared Brems: I'll second it. All right. So I will open it now for discussion. If if there's any discussion,



Myron Cottam 32:43

may I ask?

R

Ralph Perkins 32:45

Yes, sir.

M

Myron Cottam 32:46

Mister, Bytheway, would that help you out?

R

Ralph Perkins 32:52

So my understanding, because I've got to parse what you guys said, is an hourly employee could then coach and receive the stipend for coaching because that's a nominal fee for that work that they're doing. That sounds to me like that. That would be

R

Ralph Perkins 33:08

all the other everything else in that policy stays. Yeah.

R

Ralph Perkins 33:11

So so an hourly employee would not get professional time off where they're paid as if they're at their job while they're off coaching. No, that's fine because that that makes perfect sense, and I understand why the policy has existed, but I love the flexibility that comes with the updated interpretation of this policy.

L

Luciene Syrett 33:35

President, I I do have a comment. You know, this policy is there for a reason. It's it has been brought up a few years ago because there have been times when their first responsibility that they were hired to do was not completed, and I still think that needs to be protected, and that falls on administration in the schools because that that is the reason why the policy exists now. And we need to have employees that are whether hourly that they are doing their job, and that that is not taking their coaching responsibilities, not taking precedence over that.

R

Ralph Perkins 34:28

Any other comments?

**C** Curtis Barney 34:30

I see there's a need, and especially as you get smaller, Escalante, smaller in Panguitch, we have a few more to draw from. But the point that Ralph and I had in Panguitch a few years ago was all kinds of willy-nilly leave for two hours and double dip and caused a lot of problem in our community. So I would like that to be protected. So for me, this isn't a waste of time. It's. To make sure that we take care of this in a way that we're not going to go backward and have it happen all over again, we've been through it. We don't want it to happen again. I don't know if a better way would be for the principal to come to the board and say, "Look, I've done everything I can to find an employee. I can't find one. Here's one I have, and here's why I feel they would do a good job, rather than us just get a name on a on our agenda that says, could we do? Could we add that where the principal has to come and explain

**C** Curtis Barney 35:39

at least in old situations why that person would be good?

**J** Jared Brems 35:42

Talked about that.

**C** Curtis Barney 35:43

I think we did. Yeah, I think we've

**R** Ralph Perkins 35:44

actually talked that. So is that a you take that as a friendly amendment?

**M** Myron Cottam 35:49

Yeah, and I don't have a problem with that. The only thing I'm concerned about is if you're waiting for a volleyball coach and you're not going to be able to come to a meeting for a month, then I would like to be able to.

**R** Ralph Perkins 36:06  
We we still can communicate.

**M** Myron Cottam 36:10  
We can ratify those. I think we could ratify them, and let the superintendent make a call on that.

**J** John Dodds 36:18  
You guys have been really accessible during those moments too, where I could text and say I have the situation. We'll talk about it further, but that's my recommendation.

**M** Myron Cottam 36:26  
Don't want to put it off any longer than needs to be, but I like the idea.

**C** Curtis Barney 36:32  
Yeah, I just want it to go back on the administrator that okay, I'm going out on a limb for this employee. Now I'm responsible that they don't leave when they shouldn't, and they follow through and do all the things that they should do to earn that stipend, and that would be not during their regular job behind.

**R** Ralph Perkins 36:53  
Jared, do you have any? Yeah, before we vote, I'd just like to say that that to me this is kind of a no-brainer as far as we set this up to protect the services the kids receive, and and a huge part of their experience are extracurricular. So we need to protect that as well. I think this is this is a win-win for both sides of that.

**J** Jared Brems 37:15  
Building fences.

 Ralph Perkins 37:19  
Go ahead.

 Lane Mecham 37:20  
I just want to make sure I'm insured to be said that superintendent has to fortune.

 Ralph Perkins 37:29  
Right, we need to have that discussion in executive session either before or after, and and and make sure that the stipend is not listed as nominal, but as whatever the stipend is, so

 John Dodds 37:43  
I'll write an admin letter that goes along with it and send it all to you guys, so you see that part to it. But right now, just the policy is the update of the interpretation of it. Yeah.

 Ralph Perkins 37:52  
Yep. So anyway, all right. All all in favor? Aye. Any opposed? Okay. Motion carries. All right, that brings us to the Panguitch High School bleacher replacement proposal. I'm going to assume that's lane. Way early, quick.

 Lane Mecham 39:11  
Some cases, and saw them as becoming more challenging,

 Luciene Syrett 39:16  
terrifying,

L Lane Mecham 39:18

terrifying. So we've actually had this quote for some time, and I feel like this would probably be one of the highest priorities for that area right now. I know you already approved a budget for that wing, but because of its significance, amount, and scope of it, thought it would be best to bring it before you guys for

R Ralph Perkins 39:49

motion on that. I'll make a motion that we approve the bleacher proposal at Panguitch High School gym. Okay, and I'll second that. Open the floor for discussion.

C Curtis Barney 40:05

I'm trying to read the.

R Ralph Perkins 40:06

I'm a little bit mortified. I mean, they're vintage.

R Ralph Perkins 40:09

They're they're older.

R Ralph Perkins 40:12

They're older than anybody in this room.

R Ralph Perkins 40:14

Yeah, I'm positive.

**R** Ralph Perkins 40:18  
When were you born? Oh, you you got they they they have they have you've got them by four years. They they they came in in 1953, and so and they are the original ones, and they're, I mean, I can't believe we got by this long without killing somebody.

**L** Luciene Syrett 40:39  
That's what I want to know

**R** Ralph Perkins 40:40  
size of the average American. They've been taken very good care of. There's

**L** Luciene Syrett 40:45  
huge gaps everywhere, though. I've got like

**R** Ralph Perkins 40:48  
well, yeah, they they they were built before OSHA. What are you thinking? I mean, there wasn't there wasn't a safety hazard association when they were built. And schools, I mean, like seriously, you

**J** Jared Brems 41:00  
can see down below. Yes, like if you

**R** Ralph Perkins 41:02  
left three feet instead of six inches, how much money did they save on materials?

**C** Curtis Barney 41:06  
I do have a question when you're ready.

**L** Lane Mecham 41:10  
Okay,

**C** Curtis Barney 41:10  
Curtis, Lane, will they? Are we going to remove them, or are we having them? Is that part of the list? Part of the

**L** Luciene Syrett 41:22  
President. I just have a a question since it is about bleachers. You want them? Yeah, that's that's fine. No, I don't want them. But she does not. I do not. But I do look good.

**L** Luciene Syrett 41:36  
I do. I'm supportive of that, and I'm not sure if this is a good time, but in the next meeting for sure, I'd like an update with the Bryce Valley bleacher proposal, and I'm.

**R** Ralph Perkins 41:51  
You send me a. Will you send me an email on that April? I will. Yes.

**L** Lane Mecham 41:57  
And if you'd like, I can answer that now.

**L** Luciene Syrett 42:01  
Yeah. If if you if you can, I know I know we're still in discussion about this, and I need to have a vote. But if this is timely, that would be helpful.

**L** Lane Mecham 42:10

Yeah, well, a couple things actually. There may be some interest to move a set of those bleachers too, Bryce. Number one, we do have an estimate. We have a quote from an engineer to check that structurally for potentially a set of bleachers, and we have discussed depending on what would be a library at Panguitch High School. That old set of pictures potentially move those to the upper deck. Oh,

**C** Curtis Barney 42:49

and upper deck.

**L** Lane Mecham 42:50

And so I could see a scenario where one good block of this set might end up at Bryce Valley High School if they would like it until such time that we do something like better,

**J** John Dodds 43:05

you're thinking of the operation base where the where they used to have the weights. We

**L** Lane Mecham 43:09

used to have the weights, or we just took the weights out up there. We have to have a structural analysis done though before we do that. There was just a lot of discussion about that one model whether that would, whether it was actually designed to as a need, so we hope it would, but

**R** Ralph Perkins 43:27

better safe. There's some doubts

**L** Lane Mecham 43:29

there that the architects kind of planted some seeds of doubt when they so thought it best to get an engineer come and actually make sure that it's structurally sound for that weight, so

R Ralph Perkins 43:42  
the weight room was. Well, yeah, maybe

R Ralph Perkins 43:46  
people sitting in. Put 100 people up there.

L Lane Mecham 43:52  
It's so. Although we joke, I could see a scenario where we may put settle.

R Ralph Perkins 44:00  
Just a general fam families would be 100 people would be like 20,000 pounds 10 times.

L Lane Mecham 44:08  
Well, I'll concentrate on. But so although we joke the scenario there where that might happen, and then the lower deck bleachers at Bryce Valley High School is we're still in discussions, and we just that that hasn't been brought back to us yet. But I know that Bryce Canyon City and I'll just say Lucine, you know, is is kind of aware of the the situation there, and so that is going to be forthcoming, but it's not dead. I guess I don't know how else what the right word is there. So

R Ralph Perkins 44:51  
that answer your question, April.

L Luciene Syrett 44:53  
Yes, just not for this season, correct? That's that's that's not happening this season. Okay, all right, sounds good. Thank you.

**R** Ralph Perkins 45:10  
So, any other discussion on the motion that we have on the floor?

**M** Myron Cottam 45:15  
Question.

**R** Ralph Perkins 45:16  
Okay, all in favor of Lane's proposal on Panguitch High School bleachers. Say aye. Aye. Any opposed? Motion carries.

**L** Luciene Syrett 45:28  
When can we get that done? When can we get those bleachers taken out?

**R** Ryan Bytheway 45:34  
Yeah.

**L** Luciene Syrett 45:35  
What's the timeline on

**S** Speaker 3 45:36  
that?

**J** John Dodds 45:36  
That's what they said. She still has vertigo

**C** Curtis Barney 45:39  
We got to get you on the bottom floor.

**L** Luciene Syrett 45:42  
They didn't have a choice.

**R** Ralph Perkins 45:45  
If you only knew

**L** Luciene Syrett 45:46  
laptop, and I literally like, I felt like it was on stilt. Yes, it was. It was very scary. So

**J** John Dodds 45:56  
get it done. Yeah. All

**R** Ralph Perkins 45:57  
right. So the next item is discussion approval of the holiday bonus.

**L** Lane Mecham 46:04  
I mean, I think all of you are pretty familiar with the holiday bonus. We've done it every year for several years now. It's unchanged from last year, with one exception. We negotiated for the certified employees that 1% of that bonus would actually shift it to COLA, and so there is a 2% bonus to certified employees, with that other percent being a base pay, and then a 3% bonus for classified employees. Those are the full time, and then there is part time bonus as well. You can look at the amounts there. It depends on their level of hours and when they were hired. So, but it's other than that, it's the same as last year. So, there's any questions I can answer. Same one we've done. What's

 Jared Brems 47:00  
the 350 versus the 3% I don't understand that. One certified and one certified, one's

 Ralph Perkins 47:06  
classified, and one's full time and one's okay. Yeah, so

 Lane Mecham 47:12  
the way it the way it is automatically. See what you're saying. Sorry. So just to be clear, it's for less than 40-hour employees, but so it would be like for Paras or that's what this is

 John Dodds 47:30  
not. Yeah, I

 Ralph Perkins 47:32  
didn't read it. It is confusing to read.

 Lane Mecham 47:34  
Okay, the way the way it's on there with the bullet points start under it, it makes it look like it's part of that paragraph, but it's it's separate. Okay, thank you. Sorry. Okay.

 Myron Cottam 47:45  
Doesn't I move we approve this? Is it lying to us? Is

 Ralph Perkins 47:50  
there a second?

**A** April Lefevre 47:51  
I'll second. Yeah.

**R** Ralph Perkins 47:54  
All in favor? Aye. Some carries. All right, that brings us to the end of our agenda. I don't think we have anything for executive session today.

**J** John Dodds 48:09  
Don't think so. If you want to go in, you can in case where we eat, but I don't have anything on mine.

**J** Jared Brems 48:12  
Talk about the head figure at Boulder Elementary.

**R** Ralph Perkins 48:19  
Yeah, yeah. Can you stay at? Can you stay after? Yeah, we're going to have an executive session. Okay,

**S** Speaker 4 48:28  
Colin Andy. So,

**R** Ralph Perkins 48:30  
seeing nothing else on the agenda, I'm going to call this meeting adjourned. And thank you all for coming. Thank you.

**A** April Lefevre 48:37  
Thank you for accommodating on Zoom. We'll see you next time, there, April. It's always

 Ralph Perkins 48:42  
good for you.

 April Lefevre 48:43  
Bye.

 Ralph Perkins 48:44  
Have fun.