Board Meeting
Wednesday, October 21, 2026 6:00 PM
Mountain

District Office Board Room
346 East 600 North
Nephi, UT 84648

Brady Blackett:	Present
Linda Hanks:	Present
Hollie Holman:	Present
Bart Mills:	Present
Janet Ware:	Present

Present: 5.

1. **PRELIMINARY ACTIVITIES**

1.A. Reverence - **Janet**

1.B. Pledge of Allegiance - **Linda**

2. **REGULAR BOARD MEETING**

Recording Begins

2.A. Roll Call - **Linda**
All board members were in attendance along with Superintendent Hughes & Business Administrator Clark. District Administrators and Employees in attendance were Erika Johnson, Sandy Nielsen, Catherine Bowring, Andy Carlsen, & Legal Council Brittany Tellez. Those who signed the attendance role were Stacy Stoker, Lucinda Kay, A T (illegible), Marcie Keen, Logan Crippen, Alinna Gonzalez, Aaron Gonzalez, Alessa Gonzalez, Juan Gonzalez, Diana Sontana, Nikayla Allred, Brady Gempeler, Price Armstrong, Alexia DeFino, Hallie Jorgensen, Riley Worwood, DeEtte McWilliams, Peyton Worwood, Chuck & Megan Hammond, Myrna Truntvein, Shari Cowan, Brooke Allred, Jody Allred, Alaric Hays, Deklan Herbert, Nayvie Worwood, Kellen Worwood, Ferrin Worwood, Kensey & Mike Worwood, Darren Mecham, Brandi Webster, Jordan Jones, Stacy McCoy, Nikki McCoy, Shane Smith, Madix Smith, Mike & Linette Smith, Conner Hansen, Jayne Andrews, Carly Sutherland, Ddavid Sutherland, Charlotte Crippen, John Crippen, Miranda Ferrufino, Andrea Burton, Andilyn Burton, Tiara Scott and Austin Scott.

2.B. **Mission Statement**
Provide a flexible and personalized learning pathway to success for each student through high expectations in a safe environment.
Vision Statement
Empowering our students to discover and pursue their dreams!

2.C. Approval of Previous Meeting(s) Minutes
Approval. This motion, made by Janet Ware and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

2.D. Approval of Board Agenda

Approval noting Emma Allred listed under public participation will not be attending noting there will be a closed session to discuss the character and competence of individual(s) and threatened or pending litigation. This motion, made by Bart Mills and seconded by Hollie Holman, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

2.E. Approval of Consent Agenda
Approval. This motion, made by Brady Blackett and seconded by Janet Ware, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

2.E.1. Claims

2.E.2. Financial Reports

2.E.3. Staffing

2.E.4. Policies with Minor Code or Language Changes

- CB Procurement
- CBA Procurement: General Procurement Policies
- CBB Procurement: Awarding Contracts by Bidding
- CBD Procurement: Awarding Contracts by Request for Proposals
- CBDA Procurement: Request for Statement of Qualifications
- CBDB Procurement: Approved Vendor List Process
- CBDC Procurement: Procurement of Professional Services
- CBF Procurement: Exceptions to Standard Procurement Processes
- CBH Procurement: Interaction with Other Procurement Units
- CBJA Procurement: Education Contractor Oversight
- CCC Procurement of Construction: Limitation on Change Orders
- CCD Procurement of Construction: Drug & Alcohol Testing for Construction Projects

2.E.5. Home School Summary

2.F. Communications
Email President Hanks received about the 3 pillars of effective school boards.

2.F.1. Daughter of Utah Pioneers recognizing the Sterling Scholars - **Lucinda Kay, DUP President**
What an incredible group of young leaders! It is remarkable to see the depth and variety of contributions these Sterling Scholars brought to the community's historic celebrations—from logistics, baking, and heavy lifting to musical performances and historic reenactments:

- Edith Gilbert (Science): Assisted with the baseball game, the Jubilee, and concessions, while gaining hands-on insight into large-scale community event planning.
- Kaylee Curtis (Dance): Performed with the dance group at the Jubilee, managed concessions, and helped run event gates.
- Connor Hansen (Music): Played the national anthem on the cello inside the stadium for the Jubilee, assisted with event music, and worked concessions.
- Jayne Andrews (Social Science): Supported logistics across events, managed equipment like megaphones at the Jubilee, and assisted with concessions.
- Alice Bingham (Speech & Drama): Performed with the dance group at the Jubilee, sang at the vintage baseball game, and managed concessions.
- Carly Sutherland (Family & Consumer Sciences): Baked 392 out of 500 total baked goods for the Jubilee and staffed concessions across both major events.
- Logan Crippen (Math): Designed menus and handled venue logistics and heavy lifting for the vintage baseball game.

Their hard work and dedication clearly played a vital role in making Juab County's 250th-anniversary celebrations a resounding success.

2.G. Recognition of Excellence

2.G.1. JHS SBO Report - **JHS SBO's**

SBO President Price Armstrong, VP Brady Gempeler, Sophomore Class President Alesa Defino, and Vice President Thomas Pinson

It looks like the transcript cuts off right at the end of Alexa's response! Here is a summary of the meeting transcript provided so far:

- Current Operations: Things have slowed down since the high-energy rush of Homecoming Week as student government navigates the lull between Homecoming and Christmas.
- Key Initiatives:
    - Event Planning & Engagement: Brainstorming new and refreshed activities to keep the student body excited and engaged.
    - Winter Sports Preparation: Prepping for basketball, wrestling, and other winter sports. Focus is on designing game-day activities (halftime events, post-game activities) to boost student attendance.
    - School Support: Helping decorate the school and organizing Senior Nights for fall sports.
- Homecoming Review: Homecoming was a massive success with record-breaking attendance. Highlights included the car smash event, where Dr. Hughes even participated.
- Praise for Student Government: Board members commended the officers for exceptional student turnout at football and volleyball games, noting that student section ("the pit") attendance has been higher than ever.
- Sophomore Officer Insights: Alexa shared that stepping into the role of Sophomore Class President (after serving as publicity officer last year) has been going very well, helping her connect with more students and build engagement.

2.G.2. Red Cliffs Elementary Staff: Kensey Worwood & Ferrin Worwood; Students: Tymber Worwood, Romee Walz, Alessa Gonzalez, Daimen Crawford, Jexton Hammond, Madix Smith, Andi Burton, Hudson Scott, Layla Sanders, & Alaric Hays - **Principal Mecham**

Outstanding Instructional Assistants Kenzie Worwood and Ferrin Worwood were formally recognized by Principal Mecham for their dedication, energy, and positive impact on Red Cliffs Elementary students across all grade levels.

The first 10 students to achieve a learning goal this school year were recognized for their hard work, focus, perseverance, and taking pride in their personal growth.

2.H. Academic Achievement Report

2.H.1. Elementary K-3 Reading Achievement Report
Elementary Principals Mecham, Keen, & Webster Presented the following:
1. Literacy Audit & State Standard Alignment

- Audit Outcome: The district completed a literacy audit comparing classroom time spent on literacy activities against state recommendations. Results showed the district was very close to state guidelines, requiring minor schedule tweaks rather than major overhauls.
- 3rd-Grade Reading Proficiency Trends (Acadience Reading):
    - 2024: 65.5% proficient
    - 2025: 65.9% proficient
    - 2026: 72.0% proficient *(Significant increase)*
- State Ranking: The district moved up to 19th in Utah for 2026 achievement data.
- District Goal: Reach or exceed 80% 3rd-grade proficiency by May 2028.

2. Beginning of Year (BOY) Acadience Data (2026-2027)

Grade Level	Proficient / Above Proficient (Green & Blue)
Kindergarten	60%
1st Grade	69%
2nd Grade	67%
3rd Grade	63%

- Objective: Move students from Green (*Proficient*) into Blue (*Above Proficiency*), as Blue correlates most strongly with RISE state assessment success.

3. Individualized Reading Plans (IRPs) & SB 241 Implementation

- Target Audience: Rolled out for 1st Grade students scoring below or well below benchmark (Red/Yellow). *Kindergarten will be added at Middle of Year (MOY); 2nd/3rd grades to follow.*
- Collaborative Team: Principal/LEA, teacher, instructional coach, parent, and optionally the student, counselor, or special education teacher.

- Dual Plans (IEP + IRP): Students with Special Education IEPs who score below benchmark receive both an IEP and an IRP.
- Parent Engagement & Kits:
    - Principals made personalized phone calls prior to parent-teacher conferences.
    - 1st-grade teachers created customized home reading kits targeting specific skill gaps (e.g., blending, vowel sounds, fluency, accuracy) with specific commitments signed by parents.
    - Conference times for IRP students were extended from 15 minutes to 20–30 minutes.
- Progress Updates: Communication occurs weekly or bi-weekly (via Seesaw, email, or phone) on 3-week intervention cycles.

4. Annual Plan & Professional Development

- December: Middle of Year (MOY) Acadience Testing (adds DORF / oral reading fluency to 1st grade).
- January: Professional development to prepare for added grade levels.
- February: Mid-year parent-teacher conferences to revise and update IRPs.
- Teacher Training with Dr. Jennifer Throndsen:
    - Focused on aligning current curriculum resources with Science of Reading / LETRS principles.
    - Time-on-Task Audit: Administrators conducted stopwatch observations in every classroom to measure exact student time spent actively reading vs. teacher instruction or discussion.
- Instructional Aide Training: Regional CUES literacy coach (Jenny Blauer) is training aides on Science of Reading fundamentals and Tier 2 small-group management strategies.

5. Board Discussion & Key Concerns

- Staffing/Scheduling Constraints: Principals expressed concern over administrator capacity as mandatory LEA attendance is required for every IRP meeting once K-3 are fully integrated.
- Early Childhood Exposure: Administrators noted an increase in students entering kindergarten with zero prior preschool experience, highlighting the importance of early intervention before 3rd grade.
- Retention Legislation Strategy: By intervening early in K-1 with IRPs and summer support plans, the district aims to proactively prevent third-grade retention entirely.

3. **PUBLIC PARTICIPATION SEGMENT**
Recording 1:03:00

3.A. Emma Allred
Emma Allred was not in attendance.
Shari Cowan public comment about the impressive presentation just made by the Elementary Principals. Wishing her senior could be in kindergarten now and be going through the IRP process.

4. **ITEMS FOR BOARD DISCUSSION**
Recording 1:04:00

4.A. Fall Work Session
Dr. Hughes briefed the board on the agenda for the upcoming all day work session being held on November 12th

4.B. Master Board's Check-in
Reminder to the board members to be working on their Master Board certification. Deadline: December 1st.

4.C. School LAND Trust Training
Training information for the board regarding School LAND Trust plans and their roles as approvers of those plans.

5. **ITEMS FOR BOARD ACTION**
Recording 1:11:00

5.A. Approval of the 2027-2028 School Calendar
Approval. This motion, made by Hollie Holman and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0
Moved Parent Teacher Conference back 1 week. Discussion about communications efforts by secondary schools ahead of the conferences.

5.B. Approval of Juab School District TSSA Framework for 2026-2027
Approval. This motion, made by Bart Mills and seconded by Hollie Holman, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

5.C. Approval of the 2026-2027 TSSA Plans for JHS, JJHS, RCES, NVES, & MES
Approval. This motion, made by Bart Mills and seconded by Hollie Holman, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

5.D. Approval of Policies for Second Reading

- BEA Board Meetings: Notice Requirements
- BEE Board Meetings: Electronic Meetings
- BFA School Closures & Boundary Changes
- CAC Revenue & Budgeting: Budgeting
- CCA Procurement of Construction: School Construction Requirements
- DKBA District Employee & Student Relations
- EFBC Grading: Credit Through Testing

Approval. This motion, made by Brady Blackett and seconded by Bart Mills, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware:

Yea
Yea: 5, Nay: 0

5.E. Approval of Policy CCE Procurement of Construction: Construction Management Methods for First Reading - **Darin**
Approval. This motion, made by Janet Ware and seconded by Hollie Holman, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

- Sections 1-5: Outline and define the recognized methods of construction (e.g., Design-Build, Design-Bid-Build, Construction Manager/General Contractor).
- Threshold at $3 Million:
    - Under $3M: Permits a Design-Build model (streamlined delivery where a single entity handles both design and construction).
    - Over $3M: Requires a more elaborate, formalized process managed through DFCM oversight.
- Codification: The process and threshold rules are explicitly set in administrative/procurement code.

5.F. Approval of Policy DDA Reporting of Child Abuse for First Reading - **Catherine**
Approval. This motion, made by Hollie Holman and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0
The changes to this policy are outlined below:
Constitutional Protection: Adding *"subject to the constitutional right against self-incrimination"* explicitly safeguards individuals' Fifth Amendment rights during district inquiries
Cooperation Requirements (Points 5-7): Explicitly states that district employees must:

1. Respond truthfully and promptly to lawful inquiries from law enforcement.
2. Provide relevant information within their knowledge or possession.
3. Comply with lawful subpoenas, warrants, or compulsory processes.

5.G. Approval of Policy DDB Reporting of Student Prohibited Acts for First Reading - **Dr. Hughes**
Approval. This motion, made by Bart Mills and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

- Policy Separation: The original single policy is being split into two distinct, standalone policies to provide better clarity and separate reporting requirements from general prohibited behaviors:
    - Policy DDB (Prohibiting Acts): Modified by removing ("striking out") the section covering the duty to report student use of prohibited or illegal drugs.

    - Policy DDD (Reporting of Drug & Alcohol Offenses): Introduced as a new, standalone policy specifically detailing the reporting process for student possession and use of alcohol and illegal drugs.
- Voting Procedure: Because Policy DDB and Policy DDD complement each other as part of this reorganization, board members approved both policies together in a single motion.

5.H. Approval of Policy DDD Reporting of Student Prohibited Acts for First Reading - **Dr. Hughes**
Approval. This motion, made by Bart Mills and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

- Policy Separation: The original single policy is being split into two distinct, standalone policies to provide better clarity and separate reporting requirements from general prohibited behaviors:
    - Policy DDB (Prohibiting Acts): Modified by removing ("striking out") the section covering the duty to report student use of prohibited or illegal drugs.
    - Policy DDD (Reporting of Drug & Alcohol Offenses): Introduced as a new, standalone policy specifically detailing the reporting process for student possession and use of alcohol and illegal drugs.
- Voting Procedure: Because Policy DDB and Policy DDD complement each other as part of this reorganization, board members approved both policies together in a single motion.

5.I. Approval of Policies ECC Curriculum: Early Learning Plan, ECCA Curriculum: Reading Achievement for K-3, and ECCB Curriculum: Mathematics Achievement for K-3 for First Reading - **Sandy**
Approval of Policy ECCA noting changes on page 5&10 of policy. Due to legislative changes no motion taken on Policy ECC or ECCB. This motion, made by Janet Ware and seconded by Hollie Holman, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0
1. Early Learning Plans & K-3 Mathematics Assessment Policy

- Legislative Repeal: Early learning plans were repealed by the legislature effective July 1, 2026, due to the sunsetting of tied K-3 literacy funding programs.
- Math Assessment Status: State Board policy (ECCB) made K-3 mathematics assessments optional for the current school year.
- District Practice & Recommendation: All three district elementary schools opted to continue collecting math assessment data (two schools assessing K-2, one assessing K-5).

- Action: Recommendation to the Board to set aside both policies (ECC & ECCB) without taking action until State Board rules catch up with statute.

2. Reading Achievement Policy & Instructional Changes

- Prohibition of Three-Cueing: Statutory updates explicitly prohibit three-cueing strategies, enforcing Science of Reading principles across all classrooms.
- Assessment Terminology: State code removed specific proprietary software titles (e.g., *Acadience*) and replaced them with general language requiring a *"state-approved reading assessment."*
- Requested Intervention Changes: Literacy directors have petitioned the State Board to remove word lists, handwriting practice, and isolated vocabulary practice from mandated intervention lists because they lack an evidence base.

3. Dyslexia Screening & Support Framework

- Updated Definition: The state's updated Dyslexia Handbook shifted the definition from *specific learning disability* to specific learning disorder, clarifying that not all dyslexic students qualify for or require Special Education (IDEA) services.
- Multi-Tiered Approach:
    - Tier 1 (Universal Screening): Universal screeners (e.g., Acadience) are used to rule students in or out for further evaluation.
    - Tiers 2 & 3 (Diagnostic Screening): Narrower, specialized screening identifies specific traits and guides interventions.
    - *Note:* Schools conduct screeners for instruction; formal medical or clinical diagnoses are made by credentialed psychologists or physicians.
- State Initiatives: The State funded multi-year research initiatives with the University of Utah and BYU to develop a standardized universal dyslexia screener.

4. SB 241 Requirements & Timelines

- Parent Notification: Parents must be notified of benchmark reading assessment results (BOY, MOY, EOY) within 21 days.
- Individual Reading Plan (IRP): An IRP must be created within 45 days of initial parent notification for any student reading below grade level.
- Scheduling Adjustment: Middle-of-Year (MOY) Acadience assessments will be completed in December to prevent the 45-day IRP window from conflicting with winter break.

5. Third-Grade Retention Provisions & Exemptions

- 2029-2030 Mandate: Statute introduces potential third-grade retention starting in the 2029-2030 school year for students below reading benchmark at year-end.
- Good Cause Exemptions: Retention is not an automatic hard line. A team (parent, teacher, principal, and instructional coach) can grant a **Good Cause Exemption**—such as summer school participation or documented progress—to allow promotion to fourth grade.

5.J. Approval of Policy EFD Grading: Course Grade Replacement for First Reading - **Andy**
Approval. This motion, made by Bart Mills and seconded by Brady Blackett, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0

- Policy Overview & Intent: Reviewed the state-mandated course grade replacement policy currently up for first reading. The policy establishes stricter rigor and ensures grade replacements remain strictly within the same subject area.
- Elimination of Low-Rigor Credit Recovery: Discussed ending practices that allow students to use quick, low-rigor third-party options or self-directed library packets to rapidly replace grades or regain athletic/activity eligibility.
- Instructional Direction & Teacher of Record: Noted that credit recovery must involve a certified teacher of record actively directing the instructional process (e.g., approved programs like Wasatch Online or Utah Online).
- Targeted Mastery Exemption: Highlighted a provision allowing students who failed a course to focus solely on mastering the specific unpassed modules or terms, rather than repeating portions of the course where mastery was already demonstrated.
- Counselor Vetting & Next Steps**:**
    - School counselors will be required to rigorously vet all outside grade replacement requests to ensure legal compliance.
    - Representatives scheduled a meeting with BYU Independent Study on the 28th to review their program processes for alignment.
    - District staff will gather operational feedback and impact details to present to the board prior to the second reading next month.

5.K. Approval of Policy FI Student Fees, Fines & Charges for First Reading - **Dr. Hughes**
Approval. This motion, made by Brady Blackett and seconded by Bart Mills, Passed.
Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea
Yea: 5, Nay: 0
1. Proposed Policy Revision: Tiered Fee Waiver & Student Service Contracts

- Overview: Discussion held on updating the activity fee waiver policy to introduce a tiered structure for student participation in multiple extracurricular activities.
- Tier Structure:
    - First Activity: Fully waived per standard eligibility.
    - Second Activity: Waived contingent upon an agreed-upon student service/contribution plan (e.g., dedicated service hours or school maintenance/painting projects).
    - Third Activity: Non-waivable (subject to a participation cap).
- Implementation Tool: Administration will create a standardized contract template for principals to use when developing service plans directly with students to minimize administrative burden.

2. Implementation Timeline & Scope

- Current Impact: It was noted that the number of students participating in 2+ waived activities is currently small; the policy is a proactive measure for future planning.
- Timeline: The policy will not take effect for the current school year and is slated for next year's implementation plan.

3. Action Items & Next Steps

- Data Retrieval: Administration to compile participation numbers on multi-activity fee waiver usage, targeting presentation by the 12th (if available).
- Board Work Session: The Board will review the participation data during a future work session to determine and set a reasonable cap on multi-activity fee waivers.

6. **ITEMS FOR BOARD INFORMATION**

- November 12 - Board & Principals Education Dive
- November 18 - Study Session & Board Meeting
- November 25-27 - Thanksgiving Break
- December 16 - Board Meeting
- December ?? - Board Holiday Dinner & Farewell to Linda

Recording 2:14:00

7. **BOARD MEMBER REPORTS**
Recording 2:15:00

- Janet: High School Energy & Choir: Praised Kelly Rowley's choir concert for community engagement and noted strong teacher enthusiasm during parent-teacher conferences.
- Hollie: Strong teacher enthusiasm during parent-teacher conferences at Juab High School.
- Brady: Commended elementary principals for proactive early literacy goals.
- Bart: Praised junior high teachers for personalized student care and the excitement students had for the statewide read-a-thon. Recognition for Linda: Honored Linda for her dedication and for passing a resolution at the regional level while navigating personal loss.
- Linda: District Highlights & Transitions: Announced her resolution passed unanimously at the Pacific Region meeting, thanked staff for the new Red Cliffs playground, and highlighted positive attendance initiatives.
- Superintendent: Community Partnerships: Recognized city and county leaders (Mayor Seely, Seth Atkinson, County commissioners) and praised the affordable, high-use youth sports/arts facilities at "The Hive."
- Youth Justice Center & Community: Highlighted the new Youth Justice Center ribbon-cutting, recognized community donations and honoree Scott McKay, and noted the upcoming Christmas tree/wreath fundraiser.
- Business Administrator: Financial & Audit Report: Confirmed timely submission of annual state reports (Oct 1) and announced clean results across three major audits with no significant findings.

8. **CLOSED MEETING**

Motion to move into closed meeting to discuss character and competence of individual(s) a well as threatened or pending litigation at 8:35 pm. This motion, made by Hollie Holman and seconded by Janet Ware, Passed.

Brady Blackett: Yea, Linda Hanks: Yea, Hollie Holman: Yea, Bart Mills: Yea, Janet Ware: Yea

Yea: 5, Nay: 0

Recording 2:33:00

8.A. Discussion of the character and competence of an individual, collective bargaining, threatened or pending litigation, purchase and/or sale of real property, water shares, security systems, investigative proceedings, deliberations, information regarding trade secrets, procurement process.

After the closed meeting and with nothing left on the agenda the board meeting was closed at 8:55 pm