

OFFICIAL MINUTES OF A REGULAR MEETING
OF THE BOARD OF EDUCATION
BOX ELDER COUNTY SCHOOL DISTRICT

Official minutes of a Regular Meeting of the Board of Education, Box Elder County School District, held Wednesday evening July 13, 2016 at 6:30 p.m. at the O Jay and Tamra Call Education Center.

Those in attendance at the meeting included Board President Lynn Capener, Vice President Wade Hyde, Members Nancy Kennedy, Connie Archibald, Bryan Smith, and Nini Anderson. Also present were Superintendent Ronald Tolman, Assistant Superintendents, Darin Nielsen and Terry Jackson, officers of the Box Elder Education Association, district employees, representatives of the press and interested citizens.

President Capener welcomed those in attendance and conducted the business of the meeting. After the prayer, which was offered by Lynn Capener, Wade Hyde led the audience in the pledge of allegiance.

Recognitions

Connie Archibald was recognized by the board for her efforts to recognize people for the good things they do for the children of Box Elder School District.

Connie Archibald recognized the following people:

Richard Stowell, Terry Shoemaker, and Kristy Swett for recently meeting with the Board to review their self-evaluation, including their Key Performance Indicators

Representatives of the Class of 1965 (including **Paulette Roberts, Rennie Bott, and Clark Davis**) for their recent donation for a Marquee to Box Elder High School

Dave Madsen, Nini Anderson, and Mitch Zundle for their interest in the open school board seat and their recent interviews

Jeff Morris, Clay Chournos, AshLee Nelson, and David Lee for their recent reports to the Board on their schools

Approval of Agenda

Bryan Smith made the motion to approve the agenda. Nancy Kennedy seconded the motion which passed unanimously.

Public Comment

Keith Buswell spoke on Prosperity 20/20. The program began over 5 years ago with the initiative to promote education excellence in Utah. Their specific plan is called Prosperity through Education and is working to identify and support some “big ideas” for education.

Action Items

Appointment of an Interim Board Member Precinct #4

Connie Archibald made the motion to appoint Nini Anderson as the Interim Board Member to replace Carrie Ann Johnson, Wade Hyde seconded the motion which passed unanimously. She was administered the oath of office by Julie Rupp, Notary Public.

Ratification of Classified Association Negotiated Agreement

Terry Jackson, Assistant Superintendent of Personnel explained the negotiated agreement with classified staff and presented the agreement that has been reached. The agreement is attached below.

Bryan Smith made the motion to approve the Classified Association Negotiated Agreement. Wade Hyde seconded the motion which passed unanimously.

Appointment of Curriculum Review Committee (Human Sexuality)

Bryan Smith made the motion to approve the Curriculum Review Committee, as recommended by Darin Nielsen. Nini Anderson seconded the motion which passed unanimously.

Appointment of USBA Pre-Delegate Workshop and Assembly

Connie Archibald made the motion to appoint Nini Anderson as the USBA Pre-Delegate Assembly representative for the Box Elder School District Board with Nancy Kennedy as the alternate. Wade Hyde seconded the motion which passed unanimously.

Policy Review

Policies with no changes were reviewed by the Board.

1036 Conflict of Interest – Board Member and Employee

1040 Board Member Elections – Board Officers

1080 Board Committees

1090 Rules of Order

1240 Emergency Closing of Schools

The following policies were recommended for second reading:

1050 Qualifications & Appoint Procedures – Student Board Member

1120 Policy Development-Adoption-dissemination

1200 School Attorney

1230 School Year Calendar

1235 Safety

Bryan Smith made the motion to approve the above policies upon first reading with a few minor suggested changes. Connie Archibald seconded the motion which passed unanimously.

Policy 1035 Board Member Ethics was moved from first reading to policies requiring no change, through a motion from Nancy Kennedy. Bryan Smith seconded the motion which passed unanimously.

Information/Discussion Items

1. Bryan Smith recommended that the Board be given additional time and provided the documentation discussed during last week’s Key Performance Indicators review prior to discussing the Board’s goals. The Board will meet together to continue work on their MBA beginning in August (prior to the regularly scheduled board meeting).
2. Bryan Smith recommended a future board item of PLC review.
3. Connie Archibald recommended a tour of the new construction (Harris Intermediate & the floor at BRMS).
4. Bryan Smith recommended a future report on Dual Language Immersion achievement data. The suggestion was made that Keri Greener add DLI data to her annual student achievement report to the Board.
5. Kim Lloyd provided a written executive summary of a recent Special Education Audit and the District’s response to the audit.
6. The Board will receive a report in August from Alan Shakespear on the status of technology in the district.
7. Nancy Kennedy requested the ability to remotely participate in the August board meeting.

Monthly Financial Report

The Monthly Financial Report was reviewed and discussed with questions on the colored items and their meaning. A suggestion that perhaps the color green for favorable financial circumstances and red for unfavorable be used on the financial report.

Consent Calendar

Nancy Kennedy moved to accept the consent items. The motion was seconded by Bryan Smith and passed on a unanimous vote. The Consent Calendar included the following items:

Approval of the minutes of the working and regular meetings of June 8 and July 6, 2016

June claims will be presented in August.

Personnel Items

New Hires

<i>Site</i>	<i>Employee</i>	<i>Position</i>	<i>Replacing</i>	<i>Reason</i>
ACHI	Jessica Stratford	Teacher		
ACHI	Laura Schow	LA Teacher	Alicia Miller	Retired
ACHI	Lisa Ream	Math Teacher	Doyle Murphy	End of Contract
ACYI	Benjamin Leatham	7th LA Teacher	Leslie Garbanati	Transferred
ACYI	Eryn Thunell	Math Teacher		Moved from Provisional
ACYI	Isabel Olsen	Spanish DI	None	New position
ACYI	Jo Anna Blaylock	6th Grade teacher		
ACYI	Mark Holland	Art Teacher	Teresa Hunsaker	Retired

ACYI	Michael Defilippis	CTE Teacher	Lisa Jensen	Retired
BEHS	Andrea Brandley	Teacher		
BEHS	DJ Savage	Spanish Teacher	Mark Hugie	Resigned
BEHS	Kasey Cullimore	Science Teacher		
BEHS	Toni Clawson	Sp. Ed. Teacher	None	New position
BEMS	Charles Kevin Beals	Math Teacher	Tammy Barnett	Resigned
BEMS	Gerald Tracy	CTE Business Teacher	Keven Kendall	Resigned
BEMS	Leslie Fridal	Sp. Ed. Math Teacher		
BEMS	Paul Hancock	Math Teacher		
BEMS	Paul Jamison	Science Teacher	Kelli Munns	Resigned
BEMS	Ryan Hannah	Spanish Teacher	Mariana Toro	Resigned
BEMS/BEHS	Madisen Hansen	FACS Teacher	Teisha Sorensen	Resigned
BRHS	Jesse Shaffer	Ag Teacher	Neil Creer	Resigned
BRHS	Michael Jensen	Math Teacher	Kayla Johnson	Resigned
BRHS	Ricky Andersen	Spanish Teacher	Lee Jensen	Resigned
BRHS	Shane Nelson	Social Studies Teacher	None	New position
BRMS	Aaron Tesch	Counselor	Matt Zollinger	Retired
BRMS	Brian Bowler	Language Arts Teacher	Lisa Beard	Resigned
BRMS	Kelbie Jackson	9th Grade Teacher	Zach Larson	End of Contract
BRMS	Morgan Hawkes	Science Teacher	David Joy	Resigned
BRMS	Nathan Demonja	Language Arts Teacher		
BRMS	Zachary Ostraff	LA Teacher	Lisa Rampton	Transferred
Century	Ashley Hyde	1st Grade Teacher	Teresa Woodward	Retired
Century	Jill Roche	3rd Grade Teacher		
Century	Lynette Burrell	1st Grade Teacher		
Discovery	Aleesha Andersen	3rd Grade Teacher		
Discovery	Julie Callister	Kindergarten Teacher	Megan Fawcett	Resigned
District Office	Angela Anderson	SLP	Michelle Youhngberg	Resigned
District Office	Desiree Clarke	Psychology Intern		
District Office	Eric Dutson	SLP	Capri Dana	Transferred
Fielding	Trisha Day	4th Grade Teacher	Metzie Jensen	Retired
Foothill	Carol Pyle	5th Grade Teacher	Shannon Thorne	Resigned
Foothill	Kristine Bennett	Teacher	Terra Brady	Transferred
Foothill	Liu Li	Chinese Dual Imm.		

Foothill	Lori Jacobson	3rd Grade Teacher	Kally Whittle	Resigned
Foothill	MarVee Lee	4th Grade Teacher	Wendy Merrill	Retired
Foothill	Shaunie Owen	5th Grade Teacher		
Foothill	Xuejing Diao	Chinese Dual Imm.		
Foothill	Xuesha Xie	Chinese Dual Imm.		
Garland	Crystal Croft	4th Grade Teacher		
Garland	Emma White	1st Grade Teacher	Kellianne Albretsen	Resigned
Garland	Jessica Morris	Teacher	LauraLynne Hogge	
Garland	Maria Pascual	4th Grade Dual Imm.		
Garland	Nicole Morris	Kindergarten Teacher	LauraLynne Hogge	Resigned
Garland	Patricia Novoa	Spanish Dual Imm.		
Lake View	Courtney Mitton	1st Grade Teacher		
Lake View	Dana Durney	2nd Grade Teacher		
Lake View	Florence Chiu	Kindergarten Teacher		
Lake View	Kimberly Wilson	4th Grade Teacher		
Lake View	Lauren Hamilton	Kindergarten Teacher	Kelly Esparza	
McKinley	Jami Theurer	Kindergarten Teacher		
Mountain View	Lynda Paxton	Functional Skills	Jeremy Hammond	Transferred
North Park	Ashley Worthington	1st Grade Teacher		
North Park	Kristen Woodbrey	3rd Grade Teacher	Carrie Greer	Moved to ACYI
TBD	Lynette Meadows	Special Ed		
Willard	Michelle Southwick	Kindergarten Teacher		

Leaving the District

<i>Site</i>	<i>Employee</i>	<i>Position</i>	<i>Reason</i>
Foothill	Suzy Sanders	Principal	Resigned
BEHS	Michael McCullough	Resource Teacher	Resigned
Fielding	Karen Richards	Custodian	Retired
Fielding	Julie Anderson	Teacher	Retired
Foothill	Jacy Morgan Barnum	Resource Teacher	Resigned

BEMS/BEHS	Teisha Sorensen	FACS Teacher	Resigned
ACYI	Tyler Barker	Teacher	Retired
ELC	Debra Manning	Asst. Tech. Coordinator	Retired
Discovery	Kym McClimans	Literacy Coach	Resigned
BEHS	Stephanie Petersen	Functional Skills	Resigned

Adjournment

With the announcement that the next meeting will be held on Wednesday, August 10, 2016, at the District Office, with a work session for a Technology presentation at 5:30, President Capener adjourned the meeting at 9:35 p.m.

APPROVED: August 10, 2016

ATTESTED: _____
School Business Administrator
Box Elder School District

President, Board of Education

MEMORANDUM OF TENTATIVE AGREEMENT

BETWEEN: The Box Elder Board of Education and
The Box Elder Classified Employees Association

RE: Compensation for the 2016-2017 School Year

The Box Elder Board of Education and the Box Elder Classified Employees Association agree:

A) Compensation

- 1) Steps 11-19 will be funded at a 2% increase on the 2015-2016 Classified Salary Schedules. The cost to accomplish this is 1.15 percent.
- 2) A .85 percent cost-of-living increase will be added to item #1 and each step of the 2015-2016 Classified Salary Schedules.
- 3) Insurance: Two Cigna High Deductible Health Plans (HDHP) will be offered with the District covering the increase in the premiums:

a) Cigna \$2,000/\$4,000 High Deductible Health Plan and Health Savings Account (HSA):

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$401.76	\$333.54	\$68.22
Two-Party	\$908.20	\$754.70	\$153.50
Family	\$1,310.91	\$1089.87	\$221.04

b) Cigna \$4,000/\$8,000 High Deductible Health Plan and Health Savings Account (HSA):

	<i>Premium</i>	<i>District</i>	<i>Employee</i>
Single	\$362.27	\$323.67	\$38.60
Two-Party	\$818.93	\$732.08	\$86.85
Family	\$1,182.07	\$1,057.01	\$125.06

Box Elder School District will make a one-time (2016-2017) contribution of \$500 for each insurance-eligible employee to a HSA for those insured by the District, or provide a one-time \$500 payment for those who do not take Box Elder School District insurance.

Box Elder School District will contribute, to an HSA, an equal amount to each employee who signs up for the \$4,000/\$8,000 HDHP based on the savings the District realizes.

IN TENTATIVE AGREEMENT:

Terry Jackson, Spokesperson
Box Elder County Board of Education

Mike Draper, Spokesperson
Box Elder Classified Employees Association

Date

MEMORANDUM OF TENTATIVE AGREEMENT

BETWEEN: The Box Elder Board of Education and
The Box Elder Classified Employees Association

RE: SECTION VIII. RETIREMENT

The Box Elder Board of Education and the Box Elder Classified Employees Association agree:

6. Payment of Sick Leave Incentive Buy-Out and Retirement Bonus

6.1 Sick Leave Incentive Buy-Out

Any sick leave incentive buy-out will be deposited in the Utah Retirement System (URS) 401k. If the URS 401k amount reaches the maximum allowable the balance will be deposited in a 403b account. This will save the employee the federal and state taxes on the sum of money that is deferred. Federal and State taxes will have to be paid when the money is withdrawn. It also saves the employee and the school district the Social Security Tax on the deferred amount. This deferral can be left with URS and be invested or can be withdrawn by the employee right after it is deposited.

Employees who sign a retirement agreement prior to their actual retirement date, up to twelve (12) months, may have a portion of their estimated Sick Leave Incentive buy-out paid out in the proceeding calendar year prior to retirement.

6.2 Retirement Bonus

The retirement bonus will be deposited in the Utah Retirement System (URS) 401k. If the URS 401k amount reaches the maximum allowable the balance will be deposited in a 403b account. This will save the employee the federal and state taxes on the sum of money that is deferred. Federal and State taxes will have to be paid when the money is withdrawn. It also saves the employee and the school district the Social Security Tax on the deferred amount. This deferral can be left with URS and be invested or can be withdrawn by the employee right after it is deposited.

Employees who sign a retirement agreement prior to their actual retirement date, up to four (4) years, may have a portion of their estimated Retirement Bonus paid annually for up to four (4) years prior to retirement.

IN TENTATIVE AGREEMENT:

Terry Jackson, Spokesperson
Box Elder County Board of Education

Mike Draper, Spokesperson
Box Elder Classified Employees Association

Date

MEMORANDUM OF TENTATIVE AGREEMENT

BETWEEN: The Box Elder Board of Education and
The Box Elder Classified Employees Association

RE: ADDENDUM 2 - Bus Driver Policies

The Box Elder Board of Education and the Box Elder Classified Employees Association agree:

16. Bus drivers' and bus paras' hours will be calculated in hours worked per day (rounding to the nearest quarter hour per day). Time deductions will be made according to the number of hours worked in day. (2013) (2016)

IN TENTATIVE AGREEMENT:

Terry Jackson, Spokesperson
Box Elder County Board of Education

Mike Draper, Spokesperson
Box Elder Classified Employees Association

Date