

Uintah School District

Vernal, Utah

These are the minutes from the June 21, 2016 Business meeting of the Uintah School District Board of Education. The meeting was held at the Uintah School District Office with Mark Caldwell, President, presiding.

BUSINESS MEETING

Those Present: Mark Caldwell, President; Vice President Greg Gilroy; Resha Bartlett, Member; Sharon Bills, Member; and Allen Huber, Member.

Also Present: Kent Bunderson, Chris Piner, Julie Wilde, Julie Barr, Cheryl Meier, Don Heath, Heather Heath, Mary Moulton, Laura Foley, Lance Hatch, Superintendent Mark Dockins, Business Administrator Derek Anderson, Shannon Deets, Judy Huber, Kevin Dickson, Kim Barnhurst, and many others.

1. INTRODUCTION

A. Welcome / Called to Order

The Business Meeting of the Uintah School District Board of Education was called to order at 6:00 p.m. by President Mark Caldwell.

B. Pledge of Allegiance: Chris Piner

C. Prayer: Kent Bunderson

D. Student Board Member Report: Devin Hill, excused.

E. Patron Input:

1. Laura Foley – USU “Grow Your Own” Program Dinner Theater

Laura Foley is now retired but was with the Uintah School District for 22 years. She misses the children. She has also worked for USU for ten years and is now retired. She is passionate about growing our own teachers here in the Basin. This is a way to celebrate the partnership between USU and Uintah School District. We recruit teachers from paraprofessionals in our schools to become certified teachers. They may be paraprofessionals but they teach our children. They are motivated and they understand. There is a “Grow Your Own” Educational scholarship that is going on the third year. The major fundraiser is this dinner theater. It will be held Thursday night at 6:30 pm. The community gets together to donate and celebration education and support growing our own teachers. There will be a lovely dinner and then they will watch the production at the Outlaw Trail Theatre. Mark Caldwell attended the program dinner last year. She introduced Kevin Remington as the “Grow Your Own” Board Secretary. Mariel Evans, unable to attend is the Chair. Shirleen Law is Vice Chair. They hold three fundraisers each year. Last year they raised \$11,000 at the dinner theater. This helps with the scholarships. It is different in that most scholarships go to tuition and fees and the student never sees it, though it is a huge help. Student teachers have to quit their day job to do student teacher. That results in a huge loss of income that semester. This scholarship helps with that loss after tuition needs are met. This program is excellent with staying power and a positive impact to our children for years and years. The funds raised are crucial for the future success of our students. Superintendent Mark Dockins found discretionary funds last year to help teachers attend and it was planned for this year. The suggested donation is \$100 per person. This is a fair

request as dinner and tickets to the theatre are included. It is cheaper than traveling to Salt Lake for similar entertainment. You get to sleep in your own bed too. Appreciation goes to Superintendent Mark Dockins for speaking last year and to Kent Bunderson, Board Member, and an individual who speaks every year. The new Board will continue to grow and increase support of the program. She is asking the School Board to continue supporting the program. She doesn't think it should have to come out of discretionary funds. Kevin added this year as last, a sponsor stepped up and paid for all the costs of the dinner and the theatre tickets. 100% of the money raised will go to the scholarship fund. There are no added costs for the evening. They have no intention of stopping the program. President Mark Caldwell thanked the organization for all it does. It is a blessing to our community.

2. INFORMATIONAL / DISCUSSION ITEMS

A. Superintendent's Report by Mark Dockins

He has the luxury of introducing Julie Wilde to speak about the state champions.

1. Recognition of UHS Theatre – the theatre program does some great productions.

Chris Piner addressed the meeting. The Uintah High School production of the Little Mermaid qualified for 13 of the 14 categories for the State competition. Best Scenery, Best Actress, Best Actor, Best Supporting Actor, Best Supporting Actress, Best Cameo, Best Costume Design, Best Choreography, Best Director, Best Lighting, Best Technical Crew, and Best Musical. Of these nominations, they placed in the top ten best in the State. The State presentation was at Ogden High, which is historic and fully renovated. 27 other high schools had musicals nominated in like categories. We ranked in top ten in each category but received Best in three of the nominations: Best Costume Design, Best Cameo, and Best Musical. Costume designers were present and it is well deserved. It is all volunteer work and they are amazing. They would love some funding. Aidan Piner, played Skuttle and received Best Cameo. It was also well deserved. Other gulls from the production were in the audience. It is an honor to be part of the High School and represent the Basin. All the High Schools in the Basin are great and supportive of each other. There isn't a rivalry in theatre. The audience sees the final product but so much time goes into it. Work begins as soon as they know what the next production will be. They will start planning and designing the next production next week. Auditions are held in November each year. They cast the show and take measurements for specific designs when they get back from Christmas Break. They rehearse Monday through Friday from six to nine. Behind the scenes, there is constant sewing and building. The state is full of volunteers putting in countless hours. Before opening night, we wonder why we do this and then the audience applauds and congratulates the students and it is totally worth it. And they do it all over again. Chris also took a moment to acknowledge the support from the High School Administration. They say yes as often as possible to their requests, opportunities, funds etc. They understand this also comes from the Business Office. The students were named again and again in Ogden and they were poised and professional and gracious. The State Theatre programs are not divided into 1A and 4A, etc, but all High Schools across the state participate, including those that focus on performing arts. Our students did outstanding. He took a moment to introduce all those present to the Board. Chris feels all the students are #1 in the State and all who were nominated placed in the top ten. He expressed gratitude for Barbara Piner, Choreographer and Assistant Director. We are all very grateful for these kids.

B. Business Administrator's Report

1. Construction Bid Recipients

There are multiple outstanding projects: Prostart Kitchen and the construction of parking at the High School and Middle Schools. Prostart is on its way, the demolition is complete. The asphalt contracts were awarded to Burdick, a local company. They plan to start next week. There were options A and B to the asphalt bids. One option was to repair and mitigate any damages and Option B was to completely replace the surface. The complete replacement is a little more costly but not substantial and the bids were

returned less than the budget so they chose the replacement option. The High School parking lot to be replaced is the teacher's parking by the Seminary Building.

2. Insurance and Benefits Update

Dental and Life Insurance went out to bid. As a result, we will change providers due to costs. The current company wanted to increase by 50% but the new provider was only a 3% increase. We will now have the same insurance provider for Long Term Disability, Life and Dental. This takes effect with the new fiscal year during open enrollment in August and puts the following month optional for the employees. The District will save money. Basic life is covered by the District at 100%, \$50,000 for each employee but employees can cover any additional amount.

3. CONSENT CALENDAR

- A. MINUTES: May 4, 2016 Work Session; May 10, 2016 Business Meeting; May 18, 2016 Special Work Session; May 19, 2016 Emergency Work Session; and June 8, 2016 Special Business Meeting

Allen Huber noted the May 4th Work Session shows he was not there in closed session but he was. He also requested the Board separate the Personnel list from the Consent Calendar so he can note his opposition on an item in the notifications of separation of employment for #3 and #4 based on policy 5.2. The purpose of the Board of Education is policy making not administration.

Allen Huber moved to remove the personnel changes from the consent calendar to vote separately. Sharon Bills seconded. Motion passed unanimously.

- B. Personnel Changes moved to the bottom of the agenda.
- C. Out of State Travel – Eagle View Employees to NCCEP / GEAR UP Annual Conference in Washington D.C.
- D. Out of State Travel – 2 Maintenance Employees to Alerton HVAC Control Training in Phoenix, AZ

Allen Huber moved to approve the consent calendar with the correction to the May 4th minutes as noted. Greg Gilroy seconded. Motion passed unanimously.

4. ACTION ITEMS

- A. APPROVAL OF BOARD STATEMENT REGARDING MARCH 31, 2016 SPECIAL BUSINESS MEETING

Allen Huber had requested the opportunity to provide amendments. These have been incorporated. President Mark Caldwell turned the time over to the Board for discussion.

Resha Bartlett moved to accept the statement for release to the public. Sharon Bills seconded.

Allen Huber commented the information and the statement is unnecessary. On the 31st of March minutes were taken and there is a transcript of what took place available for the public for their perusal. It includes all the elements in this statement. Attorney Clark Allred spoke about the reasons and some of the discussion regarding some of the elements in the statement. Allen believes all the elements were in that Board meeting and this is an informational statement taking action and is unnecessary. Sharon Bills disagreed. Many didn't hear or understand Clark Allred. Many did not understand what was taking place.

Mary Moulton, UEA Representative, asked what the purpose of the statement was. President Mark Caldwell noted it is to provide information to the public. She asked who the intended audience was. Mark replied employees of the District, the public, anyone interested in the meeting. It is not limited in scope.

President Mark Caldwell called for a vote. Motion passed, all in favor except Greg Gilroy and Allen Huber.

B. APPROVAL OF BUSINESS ADMINISTRATOR CONTRACT

Allen Huber had a few questions. He hadn't received any information from the Board regarding the contract and wanted to know why he was omitted from the process and what meeting he missed. He doesn't know who wrote the contract and hadn't seen it before it was part of the Board packet. Mark Caldwell replied the process followed Board Policy from a meeting in February. Allen responded all members should be part of the discussion. He was not given the opportunity to voice his opinions and doesn't like to do so in a public meeting. He was curious as to why it was not presented to him and did not know if it was presented to all the other Board members. This should have input from a member of the west side of the County. President Mark Caldwell replied it could have been an oversight. He assumed if there were questions after seeing it in the Board Packet the individual would reach out to get those questions answered. It was sent out with questions prior to this meeting. The Board followed policy as discussed in February. It was not intentional to leave anyone out.

Greg Gilroy moved to approve the Business Administrator Contract. Sharon Bills seconded. Motion passed unanimously.

C. APPROVAL OF FOREIGN EXCHANGE STUDENT – Shannon Deets, Student Services

Two different agencies have applied for two students, a female from Germany and a male from Brazil. All have satisfied the requirements except the young man from Brazil does not have up to date vaccinations. He will be here July 15th. They have assured her the immunizations will be up to date. He will not be able to enroll until they are.

Allen Huber moved to approve the foreign exchange students as presented. Resha Bartlett seconded.

Sharon Bills asked Shannon about a family who had children move in with them from Spain over the last school year and she understood they had to pay \$2000 for each. Shannon responded there are two types of foreign exchange students. Regular exchange students must apply by June 30th prior to the year they plan to attend. If they come in midyear, they would not meet the deadline. Superintendent Mark Dockins also added it is related to their VISA as well. One type of VISA is a J and one is an F. If they do not apply on time, their tuition is not paid. They must meet many standards to ensure the student will be successful. Students are welcome to apply but we only have four slots. We have had applicants for three of the four slots. Duchesne County asked for the fourth slot and Shannon agreed. A student, who lives here but is not a citizen, is enrolled and the Vernal City police are contacted as per policy. Superintendent Mark Dockins added exchange students must come in through an agency. They have the necessary VISA. Shannon agreed and added the program requires extensive paperwork, 20 to 30 pages, so we always work through an agency. This is standard with all the public school districts. Private schools may have different policies. Shannon was pretty sure she knew which family Sharon spoke of and they were only here for a few months.

President Mark Caldwell called for a vote. Motion passed unanimously.

D. NEW POLICY 007.0240 STUDENT SEARCH AND SEIZURE First Reading – Shannon Deets, Student Services

This is a new policy. Some of the information was found under student assistant policies but not student conduct and it was only one paragraph. They pulled a committee together to discuss the policy and make it its own policy to include definitions and procedures so the duties are known and a section was added regarding calling parents. Shannon feels this is a concise and comprehensive policy. Sharon Bills expressed concern. She would like to see it reviewed by legal counsel. She also feels the first step should be to call parents so they can be there during the search. Shannon noted the policy was taken from Utah Code and two other school districts. She understands the want to have parents there but that is cumbersome and they may not be able to wait for a parent to show up. Clause 6.0 indicates parents will be advised. Teachers will not do the searching but Administration will and it will be documented. She can have legal review it.

Allen Huber moved to approve Policy 007.0240 Student Search and Seizure on first reading allowing parents and teachers to provide comments for second reading. Vice President Greg Gilroy seconded.

However, Greg would like it reviewed by legal as well. He wants to make sure we are not involved in something that violates someone's rights. President Mark Caldwell asked who makes the probable cause determination. Shannon replied the Administrator, School Resource Officer, Student Services, and the Superintendent determine reasonable suspicion. This is just under probable cause which is determined by the police and would require a search warrant. This policy is a way for Administration to ensure they are following the correct procedures and allowing the Resource Officer to do what the Administration cannot. Legal counsel will be asked to review it.

Resha Bartlett asked where this was found originally. Shannon replied one small paragraph, 007.0425, Student Assistance Programs not student conduct. Resha also asked who was on the committee. Sharon Shipton, Sharon Bills, Rick Johnson, Corine Simper, and others. Shannon did not have the complete list and apologized. Sharon Bills had been unable to attend the meeting.

President Mark Caldwell called for a vote. Motion passed, Sharon Bills opposed.

E. POLICY 010.0700 VIDEO AND AUDIO SURVEILLANCE First Reading – Shannon Deets, Student Services

They found a typo that needed fixed and the definition of surveillance. It cannot be just a teacher's video with a phone or something but rather on the School District server so it is a secure record. This is to protect the students and the staff. 4.2 removed the request to inspect by writing and expanded to 4.2.1 they must write the Superintendent to inspect and view with the custodian of the record and it must not be removed from District premises.

Sharon Bills asked if a parent would be called immediately if something was found in a video. Parents should be involved in what is happening. Shannon Deets noted if something is vandalized and the video shows the students involved, parents of those that were part of the vandalism will be contacted. Students not involved won't be contacted. If other students are identifiable in the video they cannot be shown to other parents as per FERPA (Family Education Rights and Privacy Act) guidelines.

Sharon Bills moved to approve Policy 010.0700 Video and Audio Surveillance on first reading. Resha Bartlett seconded.

Resha also added there is a change she would like to see made that is clerical. Under 4.2.1 “Under no circumstances will the District’s video and/or audio recording will be released.....” the “will” after “recording” should be removed. She also asked about 3.0 indicating the records are protected under GRAMA. Individuals must file a request to access the record. Many may not know what GRAMA is. As it is an acronym for Government Records Access and Management Act, it should be noted as such.

President Mark Caldwell called for a vote. Motion passed unanimously.

F. POLICY 009.0250 NUTRITION/PHYSICAL WELLNESS First Reading - Sherry Hardman, School Foods Coordinator

These revisions were made to meet state rules and federal laws and support the District goals. In 2010 Obama reauthorized the National School Lunch program and passed the Healthy Hungry Kids Act. There are a lot of parts to the act. They have revised menus to meet Smart Snack rules and requirements and there are new training requirements for personnel. They have been given a five year period to implement all the changes. One requirement is that the policy be reviewed annually. Two and a half years ago, this became an Interim Rule 2.5 and is not final yet but they have been directed by the State to follow it.

Allen Huber clarified the language was added based on federal rule that is associated with federal funding. If we received funding we have to follow the rules. We are reviewed every three years and the last review was in the fall of 2014. Requirements for school lunches and breakfasts are now more restrictive. Under 2.1.4 the A-l-a-Cart options are more restrictive. These foods are not part of the reimbursable breakfast or lunch. We must meet Federal Smart Snack rules. Allen Huber asked if there would be an appendix to have these rules available to refer back to. Sherry added they are not simple so it is better to allow people to refer to them rather than include them specifically in the policy. Superintendent Mark Dockins noted the link they could be found at on the web could be referenced in the policy. Allen noted anyone who read the policy should be able to access that information easily. Resha Bartlett agreed but noted web links often change. Perhaps it would be better to include instructions on how to find the information. Derek Anderson noted there is a bid out now for a new website and that could be incorporated as well. The act came about in 2010 but didn’t start implementation until 2013 as an interim rule. President Mark Caldwell noted he has heard kids don’t like lunch as much anymore. Sherry agreed many kids had been throwing a lot of it away. A half cup of fruit or vegetable used to be offered but not required as it is now. At first, suppliers weren’t able to come up with yummy recipes the kids would eat that still met the criteria. The breads must be whole grain rich, as do the cookies, and not white. The kids could tell. They are still able to make homemade breads. They are working on things the kids do like. We can’t claim federal funding on the meal if the child didn’t take the fruit or vegetable. More than 50% of the funding is federal, around \$1.5 million each year. The foods budget is around \$3 million. Derek Anderson noted Sherry has done a great job and it is a self-sustaining department. Kids and adults pay for meals and some kids have free and reduced lunch. Federal funding pays for free and reduced meals except for \$.40 which is paid by the student. We receive \$.29 per meal. Food commodities come from the State and enough commodities to cover around \$.30 per meal. It costs around \$3.45 per meal but students pay \$1.90 or \$2.25. We have the funding in place so we don’t have to ask students to pay the full amount. We also receive around \$.60 per meal from the State. Without federal funding we wouldn’t get funding from the state either.

Resha Bartlett asked if there was a program in place to buy locally from our farmers. They are working on it. They recently attended a farm to school class. This teaches farm science and greenhouse skills in the schools. We could purchase items from the students. We don’t have orchards here but we try to purchase produce that is Utah grown. We purchase mostly from Copper Canyon and they purchase Utah grown for the most part. They put a request for bids out for local processors to obtain beef for the District but they

did not receive any responses. The USDA requirements may be an issue. There may be a processor in Salt Lake we can use. Sharon Bills noted a lot of work went into this and hats off to Sherry and her department for their efforts.

Sharon Bills moved to approve Policy 009.0250 Nutrition/Physical Wellness policy on first reading. Resha Bartlett seconded. Motion passed unanimously.

G. POLICY 005.0200 HIRING POLICY First Reading – Lance Hatch, Human Resources

Minor changes were made as required by House Bill 175. It changes how background checks are done. It's not so simple anymore. We must do a reference check on every applicant regardless of qualifications. We would like to change that to may so we have the flexibility to do a reference check on those candidates we are most interested in interviewing and hiring. Two readings must be done on personnel policies.

Vice President Greg Gilroy moved to approve Policy 005.0200 Hiring on first reading. Allen Huber seconded. Motion passed unanimously.

H. POLICY 005.1000 EVALUATION FOR LICENSED PERSONNEL First Reading -Lance Hatch, Human Resources

House Bill 201 again changed this policy in the last legislation. It used to be part of the Board policy that we use end of level testing, SAGE, to help with the 20% requirement educators' evaluation is based on student growth. The recent change, states we are prohibited from using end of level assessments like SAGE. Evaluation and Personnel Policy Committees have brainstormed on how to meet the requirement that 20% of the evaluation is based on student growth and still foster a culture of collaboration and accomplish what we need. They do not want to do new assessments. This policy is the result of that brainstorming. We are excited about the policy it is flexible but holds teachers accountable. Resha Bartlett noted there are three assessments done throughout the year anyway. Lance added they could do their own assessment but the data has to be looked at as part of a team. They will help each other improve their instruction based on the data. This is part of the process already.

Sharon Bills asked if the summary is done by each student or the class as a whole. Lance replied as a whole. A secondary teacher may teach a class four times so it would be a combination of that. The team will review all that data. Resha Bartlett clarified the average score of a whole class in the fall compared to the score in the spring, is that the growth. Lance replied it is, kind of. There are many formats for the data. There is a protocol and a graphic organizer walks them through it. What is most important is that they reflect on the data. If they don't do better it was all for naught. They wanted to make sure the policy was such that it's not about the test score specifically but a reflection on the data and adjusting accordingly. The commitment to improvement is more important than test scores. Feedback from educators has been extremely positive. They don't feel like assessment scores are being used as a club. Instead, they are fostering what we are doing as a district with collaboration. Resha Bartlett expressed her gratitude for that. If teachers are learning, students are learning. That is the best example the kids can have. If teachers are trying to improve, students will be excited to learn.

Allen Huber moved to approve Policy 005.1000 Evaluation for Licensed Personnel on first reading. Resha Bartlett seconded. Motion passed unanimously.

Mary Moulton addressed the meeting. This is being done already so we, as teachers, are grateful we don't have an extra item on the agenda. The math, science, and language arts teachers won't feel all the

pressure is on them to ensure the test scores are improving. As the District is on a Trimester schedule they don't have the same kids all year. There are pre and pro tests to compare. The only thing different would be a midterm type of assessment. Teachers are grateful.

I. POLICY 005.1015 EVALUATION FOR CLASSIFIED PERSONNEL First Reading - Lance Hatch, Human Resources.

A District Leadership meeting with Administrators looks at a policy every month to ensure it makes sense. This policy shows that if a classified employee is on a plan of assistance, it is based on a school day. However, many work when there is no school. It was changed to say a contract day instead.

Allen Huber moved to approve Policy 005.1015 Evaluation for Classified Personnel on first reading. Vice President Greg Gilroy seconded. Motion passed unanimously.

J. POLICY 005.1150 OVERTIME – COMP TIME First Reading – Lance Hatch, Human Resources

The intent is to build some flexibility into the policy to allow for some employees to do temporary or sporadic part time employment. A paragraph in the State Code says if an employee works occasionally, sporadic, or part time in a different capacity, the hours worked shall not be combined for the purpose of overtime liability. For example, if a school secretary helps the indoor soccer program as a building use supervisor. Right now, they can't because they would accrue time at time and half and bank comp time. This change will allow them to do both. It will be a positive change for employees. Derek Anderson added it must be sporadic, it can't be twice a week. It also must be different than what they normally do. This change in policy will follow the labor laws better. Resha Bartlett verified a bus driver could possibly be a sporadic substitute or server.

Sharon Bills moved to approve Policy 005.1150 Overtime/Comp Time on first reading. Resha Bartlett seconded.

President Mark Caldwell asked if this was retroactive to July 1, 2013. No, that is incorrect. This is not retroactive. It is not effective until approval on second reading.

President Mark Caldwell asked for a vote. Motion passed unanimously.

K. POLICY 006.0050 PROGRAM OF STUDIES AND GRADUATION REQUIREMENTS Second Reading - Jayme Leyba, Curriculum Director

This change gives more options; it changes the four Foundations of Science to five. This is according to Utah Code and brings us into compliance. There have not been any comments since first reading. Resha Bartlett questioned if Computer Science had to be AP or if Computer Science alone was sufficient. Currently we are only offering AP Computer Science but that could change in the future. Jayme also noted this will not limit what we can provide. Resha would like the "AP" portion removed to ensure we are not limited. Jayme agreed. She also questioned 2.1.3.3 Science section, a total of two credits from two of the five areas. "from" was missing. 2.1.3.1, Language Arts, deleted the extra language under courses and replaced with the USOE requirements. The semicolon should be replaced by a period.

Resha Bartlett moved to approve Policy 006.0050 Program of Studies and Graduation Requirements with the corrections as discussed. Vice President Greg Gilroy seconded. Motion passed unanimously.

L. APPROVAL OF EAGLE VIEW ELEMENTARY 2016-2017 SCHOOL TRUSTLANDS PLAN - Jayme Leyba, Curriculum Director

It was approved in time but Jayme did not check his email so it could have been part of the last meeting. Salary changes \$15,000 to \$30,000. Professional services, instead of \$10,000 it should be \$5,000. The total amount will be the same. These are estimates and money won't be received until later this summer. Allen Huber asked about the approve or reject buttons. Jayme noted sometimes he clicks the wrong buttons but he will double check to make sure it is corrected and will accept it once approved tonight. Resha Bartlett questioned the estimated spending amounts for each school. They are each different and she wondered how the amount is determined. It is based on student enrollment. In 2001 \$4.9 million was distributed statewide. Fiscal year 2016, \$45.8 million.

Allen Huber moved to approve the Eagle View Elementary Trustlands plan as presented. Vice President Greg Gilroy seconded. Motion passed unanimously.

M. FY 2015-2016 FINAL BUDGET ADOPTION – Derek Anderson, Business Administrator

The final budget for the current fiscal year, 2015-2016, must be adopted. The final is different from the original budget. There is an adjustment of \$600,000 on approved bonuses paid out from the fund balance in December. Refunding of the Bond is reflected. Some budget adjustments were done to follow State Code.

Resha Bartlett moved that the Board of Education adopt as a final amended budget for the 2015-2016 fiscal year the amount of \$88,709,813 broken down by fund as follows – Maintenance and Operation \$59,970,548; Student Activity Fund - \$1,553,474; Tax Increment Fund - \$100,000; Capital Outlay - \$17,439,177 which includes the construction projects; Debt Service - \$5,836,000; School Foods - \$3,338,800; Municipal Building Authority \$4,425,904; and Flexible Spending - \$10,000. Sharon Bills seconded. Motion passed unanimously.

N. FY 2016-2017 BUDGET ADOPTION - Derek Anderson, Business Administrator

There are three options based on work sessions. The Board needs to make a motion to accept one of the three or amend the budget. President Mark Caldwell commented at the June 17th work session they discussed the \$1 Billion decrease in centrally assessed values. They also discussed how to mitigate the impact to tax payers by changing the budget. Option 2 was to pay debt service this year with capital funds rather than assessing tax payers that amount. That would be a \$4 million reduction in taxes. If we do that, the increase from the School District on taxes of a \$100,000 home will increase by \$18. If we do not pay debt service out of capital funds, it would increase the tax on a \$100,000 home by \$118. That is just the School District portion of the taxes.

Vernie Heeney addressed the meeting. This District has been blessed for many years with a lot of centrally assessed properties. These allow home owners to pay less in taxes. That is not the case this year. This trend may continue for some time. We have seen the cycle come and go. She understands times are hard and we have many underemployed and unemployed. Does that mean we have to lessen the student's education or do we spread the burden and ask for an increase in taxes. Our ranking among other Counties in the State is not important. Our concern is providing education for our youth. This may mean paying more taxes. At some point, tax payers need to see the value of education and pay the fair share now that centrally assessed aren't able to pay more than fair share. President Mark Caldwell noted by not reducing the budget, that money will be going to regular education. Derek Anderson noted there are different silos of money. The trade-off is that paying the debt out of capital could potentially affect a future potential project. We don't have a ten year plan in place so we can't estimate. It will not affect operations. It will not affect teacher salary or classrooms.

Resha Bartlett noted it is important to put the ten year plan in place so we know what we need to use the capital funds for. Using \$4 million to pay debt service is a good option for this year. We have lost jobs and it is important to help the hand that feeds us. We must realize where the money is coming from. It is not fair to expect those that have lost jobs to pay more in taxes when we really don't know how much we need. It will be wise to take money from capital funds to pay the debt burden for the year. We can then work on the ten year plan and next year we'll have a vision and can make decisions. Vice President Greg Gilroy noted this was the extensive discussion at the last work session. Resha asked if we have cash to pay for a school, does that make the financial statement look odd. Derek responded the funds have to be self-balancing and utilized for the intended purpose. Fund 32, Capital Projects, showing a large balance is not unusual if your plan is to pay cash so as not to incur debt. It simply depends on the Districts' plan. If the plan was to issue debt but then the balance showed a large cash amount that would be odd.

Allen Huber would like to see a ten year plan in place so we know what we need in Capital funds. He is struggling with the options. Centrally assessed decrease is temporary. He would feel better if we remained with no change, Option 1. If we continue the recession until next year and paid the debt service with capital, we may not be in a good position the following year. If we bite the bullet this year and go in to next year with the same situation we could use Capital at that time. A ten year plan would be put in place by that time and we would know what kind of funding we need. If we use Capital funds now and the difficult situation is on us again next year, it could be a problem. He is willing to bite the bullet, recognizing the hardships in the County, and pay the higher tax. Vice President Greg Gilroy noted this is a no-win situation. He agrees with Resha and Allen. He noted using the example of \$110 per \$100,000 home is not quite accurate. Most homes in the County are more and that increases taxes \$200. That doesn't account for the amount of money the County and water districts will increase the taxes by. Unfortunately, there is no crystal ball. He is comfortable with Option 2 this year and put a ten year plan in place. If this doesn't change there will be an impact. The County is making an effort so we should as well. Sharon Bills agreed. She has empathy for those struggling and is also leaning toward option 2. Resha Bartlett added if the economy stays low there is a chance we won't need a new Elementary and a new High School may not be needed either. The ten year plan is really what we need. Allen Huber is fine with using option 2, he just wanted to express his thoughts.

Vice President Greg Gilroy moved that the Board of Education adopt the amended amounts as the budget for Fiscal Year 16 the amount of \$83,080,977 broken down as follows: Maintenance and Operation - \$56,924,320; Student Activity Fund \$1,404,100; Tax Increment Fund - \$100,000; Capital Outlay - \$15,361,000; Debt Service \$0; School Foods - \$3,277,122; Municipal Building Authority - \$2,032,400; and Flexible Spending \$10,000. The Board of Education also approves the following tax rates: Capital Outlay - .002742; Board Local Levy - .002173; and General Obligation Debt - .00. The Basic Levy will be set by the Utah State Tax Commission at a later date. It should be noted the total tax rate is set without an increase in taxes. Resha Bartlett seconded. Motion passed unanimously.

O. APPROVAL OF 2016-2017 EMPLOYEE COMPENSATION PACKAGE - Derek Anderson, Business Administrator

This allows steps and lanes and half percentage on base and both associations have ratified. The Teacher's Association did so unanimously. This has been built into the 2016-2017 budget as adopted. Allen Huber noted there is a need to add emphasis the new classified salary schedule will be ready by May 2017. It will be based on the suggestions we have received.

Allen Huber moved to approve the 2016-2017 Employee compensation package as presented. Sharon Bills seconded. Motion passed unanimously.

P. APPROVAL OF CONTRIBUTORY RETIREMENT CONTRIBUTION - Derek Anderson, Business Administrator

Some employees stayed on the Contributory Retirement plan when Utah Retirement made changes. Because of that, the District, as the employer, needs to approve picking up a portion. The Contributory plan takes 6%: 5% contributed by the employer and 1% by the employee. This is considered revenue and part of the employees W-2. It is nontaxable for the employee. This has to be adopted to pay our portion.

Sharon Bills moved to approve the following Resolution: Be it therefore resolved that the Uintah School District formally agrees to pick up 5% of the required member contribution for all eligible employees required to contribute to the Utah Retirement Systems Contributory Retirement Plan for the fiscal year 2016-2017. Uintah School District will continue to pay 5% as an employer contribution as outlined by statute (53A-17a-125). Resha Bartlett seconded. Motion passed unanimously.

Q. APPROVAL OF CAPITAL OUTLAY RESERVE ESTIMATES - Derek Anderson, Business Administrator

Some adjustments have been made due to previous meetings. Current construction and expenditures were done this year. Debt service levy is now taken out of Capital. This is the finalized list to be approved. The red items are the changes since last approval and are as discussed in the work session. Allen Huber noted the High School Agreement will be something we need to pull out of Capital Outlay in the future and needs to be taken into consideration. \$2.6 million for three years and the fourth year is \$2.7 million. That is the maximum amount for our obligation, it could be less. Superintendent Mark Dockins noted that is part of the ten year plan.

Allen Huber moved to approve the Capital Outlay Reserve Estimates as presented. Vice President Greg Gilroy seconded. Motion passed unanimously.

PERSONNEL CHANGES:

NEW HIRES:

Name	Position	Assignment	FTE
1. Mariana Toro	Adult ED ESL TA	AVEC	29.5 hrs per week
2. JaRee McConkie	Visually Impaired SPED TA	USD	35 hrs per week
3. Kandice Searle	Gear-Up Mentor/Tracker- 1 year only	UHS	40 hrs per week
4. Lynell Carlson	TA	CEC	35 hrs per week
5. Brittany Downing	TA	Discovery	Up to 16 hrs per week
6. Teah Landon	Teacher (intern)	Lapoint	1.0 FTE
7. Maxine Johnson	Teacher	Eagle View	1.0 FTE
8. Ashley Monsen	Teacher	Discovery	1.0 FTE
9. KaLynn Sheffer	Instructional Coach	USD	1.0 FTE
10. Lori Meeks	Teacher (SPED)	UHS	1.0 FTE
11. Andrew Nicoll	Teacher	VMS	1.0 FTE
12. Sarah Hawks	Teacher (SpEd)	Elementary	1.0 FTE

13. Aneka Tanner	TA	Maeser	19.5 hrs per week
14. Kari Berry	TA	Maeser	19.5 hrs per week
15. Rebecca Chipman	Teacher	Lapoint	1.0 FTE
16. Mark Rich	Transportation Coordinator	USD Transportation	1.0 FTE

*May be offered a 30 hour contract position following training.

NEWLY ASSIGNED EMPLOYEES:

Name	Former (Current) Assignment	New Assignment	Effective Date
1. Renita Clerico	Ashley TA (19.5 hrs/wk)	CEC TA (35 hrs/wk)	8/18/2016
2. Lauren Cullen	Discovery Teacher (.5 FTE)	Discovery Teacher (1.0 FTE)	7/1/2016
3. Judith Huber	TA (19.5 hrs/wk)	Music Specialist (19.5 hrs/wk)	8/18/2016

NEWLY HIRED EXTRACURRICULAR COACHES:

Name	Program	School	Years of Service
1. Thomas Ozaeta	Assistant Boys Soccer	UHS	2
2. John Nerdin	Assistant Girls Soccer	UHS	6
3. Kaylee Eaton	Assistant Cheer	UHS	1
4. Mark Slaugh	Athletic Trainer	UHS	2
5. Joe Meanea	Girls Basketball Head	UHS	10
6. Mike Peterson	Assistant Football	UHS	26
7. Brian Baldwin	Assistant Football (.5)	UHS	3

NOTIFICATION OF SEPARTIONS OF EMPLOYMENT:

Name	Position	Location	Effective Date
1. Cara Batty	TA	Discovery	5/19/2016
2. AnneMarie Jensen	TA	Ashley	5/27/2016
3. Kristy Putnam	Coach	UHS	5/13/2016
4. Kirstin Christophersen	Coach	UHS	5/13/2016
5. Trisha Glenn	Teacher/Gear-Up Tutor	EVE	5/27/2016
6. Rachel Twitchell	Teacher	EVE	5/27/2016
7. Mandy Hardinger	Foods	VMS	5/27/2016
8. Stephanie Reed-Tippets	Teacher	EVE	5/27/2016
9. Lindsey Rust	TA	Discovery	5/27/2016
10. Terra Watkins	TA	Naples	5/26/2016

11. Lynnette Richardson (Gittens)	Teacher	Naples	5/27/2016
12. Beatriz Martinez	Teacher	Discovery	5/27/2016
13. Nerak Boren	Sweeper	Ashley	5/26/2016
14. Erin Batty	TA	Ashley	5/27/2016
15. Jennifer Palmer	Teacher	Discovery	5/27/2016
16. Christina Bauer	Teacher	UHS	5/27/2016
17. Shane Lance	Coach	UHS	5/27/2016
18. Kristina Russell	Foods	UHS	5/27/2016
19. Pamela Yama	Teacher	EVE	6/1/2016
20. Jennifer Hillestad	Foods	Ashley	5/31/2016
21. Kenneth Tyson	Teacher	Lapoint	6/10/2016
22. Christine Lake	Teacher	Discovery	5/27/2016
23. Terierose Rochelle	Teacher	Discovery	5/27/2016
24. Rande Briggs	Teacher	Lapoint	5/27/2016
25. Karen Redden	Teacher	Ashley	5/27/2016
26. Teresa Rasmussen	TA	VMS	6/15/2016
27. Tyrone Oaks	Sweeper	Maeser	5/27/2016
28. Teresa Hillestad	TA	Naples	5/27/2016
29. Nola Melo	TA	EVE	5/27/2016
30. Heidie Larsen	Foods	UMS	5/27/2016
31. Wade Christensen	Coach	UHS	5/16/2016

Allen Huber moved to approve the personnel list except for #3 and #4 in Separations of Employment. Motion died for lack of a second.

Sharon Bills expressed concern with new hire #16. The individual is being hired in level 2, step 11. She is concerned the individual does not have any transportation experience. Superintendent Mark Dockins noted the policy reads like or similar experience. This individual has managerial and administrative experience supervising employees as well as scheduling and evaluating. These are all parts the role. Sharon agreed but noted the individual has no knowledge of the State and National standards dealing with transportation. Lance Hatch added the salary is based off the salary schedule. Level 1 is the base salary and step is determined by the years of experience or similar experience. In this case, the individual has 24 or 26 years of experience in administration. They are giving ten years of experience which is step 11. They will not be invoking the part of the policy that requires another three every year until they reach the 26 years of experience. They recognize it is not exact experience so they are not giving full credit for all the years. The policy gives administration flexibility to determine which step to place up to. There is an option to add three steps every year until they reach the full amount of experience, this will not be done. This will be explained to the applicant. Sharon Bills added the transportation department is unique. They are dealing with lives. She is concerned the lack of experience is compromising student safety. Management and driving skills certificate doesn't happen overnight. The department has been building.

A support system will be essential for the individual to be successful. Allen Huber noted that risk is taken every time someone is hired. Sharon agreed but is afraid the individual is being set up for failure.

Vice President Greg Gilroy moved to accept the personnel lists as presented. Resha Bartlett seconded. Motion passed, Sharon Bills and Allen Huber opposed.

ADJOURN: Meeting adjourned at 8:23 pm.