

Uintah School District

Vernal, Utah

These are the minutes from the February 15, 2017 Business meeting of the Uintah School District Board of Education. The meeting was held at the Uintah School District Office.

BUSINESS MEETING

Board Members present: Mark Caldwell, Sarah Lamb, Kevin Dickson, Kurt Case, and Resha Bartlett.

Also Present: Superintendent Mark Dockins; Business Administrator Derek Anderson; Shannon Deets; Jayme Leyba; Lance Hatch; Julie Barr; Mary Moulton; Liberty Best; Don Heath; Andrea Schoenfeld; Mistalyn Leis; Stephanie Stensgard; and others.

1. INTRODUCTION

A. Welcome / Called to Order

The Business Meeting of the Uintah School District Board of Education was called to order at 6:02 p.m. by President Kevin Dickson.

B. Prayer: Andrea Schoenfeld

C. Pledge of Allegiance: Julie Barr

D. Student Board Member Report: Marshal Taylor, none

E. Patron Input: None

2. BUSINESS/ACTION ITEMS

A. January 4, 2017 Special Work Session Minutes, January 4, 2017 Business Meeting Minutes, and January 23, 2017 Special Business Meeting

Mark Caldwell moved to approve the minutes as presented. Kurt Case seconded. Motion passed unanimously.

B. Consent Calendar:

1. Approval of Superintendent's Contract

2. Policy 005.0520 Salary Schedule Placement – Steps, first reading

3. Policy 005.1200 Standards of Conduct and Due Process, first reading

4. Foreign Exchange Students

Sarah Lamb moved to approve the consent calendar. Kurt Case seconded.

Mark Caldwell asked if the Superintendent's Contract could be moved from the consent calendar and voted on separately. Kevin Dickson allowed it noting that next time a Board member wants to discuss an item on its own, he be informed ahead of time so it can be put on the agenda accordingly.

There was no discussion on the rest of the consent calendar. Kevin Dickson called for a vote. Motion passed unanimously.

Approval of Superintendent's Contract

Sarah Lamb moved to approve the Superintendent's contract. Kurt Case seconded.

As Sarah made the motion, she was given the first opportunity to speak. She is new to the Board and has only worked with Mark Dockins for about three months. They have seriously been reviewing the state of the District and how things are going. She has looked at all sides of the information presented to her. She is encouraged by the direction the District is headed and proud to have four of her six kids educated here.

That has a lot to do with Mark Dockins, the Administration and the teachers. She has no reservation in approving this contract.

Resha Bartlett took a moment to express her thoughts. She has been thinking a lot about the Board policy timeline. She would like more time to make a solid decision. She does not see the harm in waiting until June, as per the policy, to vote. Kevin Dickson noted the policy also states the contract can be renewed at any time. This does not break the policy. Resha agreed but would like to follow the timeline. Lance Hatch, Human Resources Director, added he does see harm in waiting until June. If the contract expires the end of June and the Board does not vote until June, if they chose not to renew the Superintendent would have little time to find other employment.

Vice President Kurt Case added there are other employees in the District waiting to see what will happen. What Lance mentioned applies to some of them as well. This is something that has been in the air for a long time and a lot of people are anxious to see this resolved. It needs to move forward now.

Kevin Dickson called for a vote. Motion passed: Kurt Case, aye; Sarah Lamb, aye; Kevin Dickson, aye; Resha Bartlett, nay; Mark Caldwell, nay.

C. Approval of AVEC Project

Business Administrator Derek Anderson noted the low bid for the expansion and renovation of AVEC came in at \$2.35 million. The Board has previously approved \$2.3 million. This is more than that so the Board needs to approve again. Derek would like the Board to approve \$2.5 million. This amount would leave room for any change orders and furnishings when complete. None of the alternates are being requested at this time. Alternate 1 was the removal of the portables but Administration is unsure what to do with those at this time. Alternate 2 is an intercom system. Derek may be able to cover that next year or it may be integrated into the \$2.5 million. Alternate 3 was building the roadway between the cul-de-sac and the parking lot at the high school. It was hoped that would alleviate some congestion. However, after discussion, they feel it would be better to get a professional to review the issues and find a real solution. The parking lot was not built for that much additional traffic so it would have to be redone, pushing the cost that much higher. Alternate 4 was for roofing. The membrane was done locally and would cost around \$60,000. Superintendent Mark Dockins added they just started the discussion regarding the congestion at the high school. An expert would be able to figure out the root of the problem and viable solutions to that problem. They can also help obtain the appropriate permits. In response to Mark Caldwell's question about time, an RFP, Request for Proposal, will need to be done. It is top priority but there is a lot going on. It could be built into next year's budget but will take a couple of months to get an RFP out. Derek will have a progress report for the April meeting.

Mark Caldwell moved to approve the \$2.5 million as requested for AVEC. Resha Bartlett seconded.

Mark Caldwell took his opportunity to speak. They have been using portables for a very long time. They do a great job at AVEC and it is time to stop using portables and get a good facility just like the other schools in the District.

Kevin Dickson added as Student Services Director, he worked closely with that school and it is great for these kids. It really is a great opportunity for many students. Many go back to the high school and graduate. They have great leadership and faculty. Resha Bartlett added she has heard many times that AVEC is the best school in the world. Kurt Case added in the first Board meeting of the year Shannon Deets shared the number of students attending. Most people have no idea how many actually go through

that program. It fits a niche for a large number of students. Mark Caldwell added about 1/3 of last year's graduates were assisted by AVEC. It is remarkable.

Kevin Dickson called for a vote. Motion passed unanimously.

D. Personnel Changes

Lance Hatch noted there are eight new hires, four employees with new assignments, and five new extracurricular coaches to approve. For the Boards information, there are 31 separations of employment. The February list of separations of employment is always the largest. The employees are asked to provide a letter of intent to stay by the end of January. Employees are given a stipend of \$500 if they notify the District of their intention to leave so the District has time to find a replacement. Those planning on retiring typically come forward in January.

New Hires:

Name	Position	Assignment	FTE
1. Kalley Trahant	SpEd TA	EVE	29.5 hrs per week
2. Sherri Slauch	CEPP Aide	CEPP	29.5 hrs per week
3. Crystal Thompson	Music Aide	Discovery	19.5 hrs per week
4. Claudia Welborn	Foods	EVE	25 hrs per week
5. Laura Buzzarde	Connections Teacher	Davis	Up to 15 hrs per week
6. Carlisa Hager	Computer Specialist	Naples	19.5 hrs per week
7. Rhonda Jones	Connections Aide	Davis	Up to 15 hrs per week
8. Greg Gilroy	Building Use	USD	Up to 19.5 hrs per week

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

Newly Assigned Employees:

Name	Former (Current) Assignment	New Assignment	Effective Date
1. Sara Moon	Lapoint Foods 22.5 hrs per week	EVE Foods 30 hrs per week	1/9/2017
2. Mary Kohl	EVA TA 29.5 hrs per week	EVE – Gear Up 35 hrs per week	1/17/2017
3. Tamera Jones	Davis Connections Specialist up to 15 hrs per week	EVE – Gear Up 35 hrs per week	1/17/2017
4. Betsy Bake	Davis TA 19.5 hrs per week	Davis TA 29.5 hrs per week	2/13/2017

Newly Hired Extracurricular Coaches:

Name	Program	School	Years of Service
1. Alec Rimasch	Assistant Track	UHS	1
2. Sarah Munford	Assistant Track (50%)	UHS	1
3. Derrick Cumbee	Assistant Track (50%)	UHS	2
4. Alicia White	Assistant Softball (50%)	UHS	1
5. Zack Blackham	Assistant Softball (50%)	UHS	1

Notification of Separations of Employment:

Name	Position	Location	Effective Date
1. Colette Peterson	TA	EVE	12/20/2016
2. Yaeli Hatch (.4875 FTE)	Computer Specialist	Maeser	1/27/2017
3. Jaclyn Clines (.375 FTE)	Connections Specialist	Davis	1/16/2017
4. Hailey Dalton	Coach	UHS	12/15/2016
5. Shelby Dalton	Coach	UHS	12/15/2016
6. Sierra Herrmann	Teacher	Maeser	5/26/2016
7. Niccole Franc	Teacher	UHS	5/26/2017
8. Pamela Carter (.4875)	Foods	EVE	1/17/2017
9. Tamera Jones (.375)	Connections Aide	Davis	1/20/2017
10. Kenneth Stewart	Bus Driver	Transportation	2/6/2017
11. Jerry Kay Simper (.4875)	Building Use Supervisor	USD	1/22/2017
12. Annette Pederson	Teacher	Naples	5/26/2017
13. Amy Black	Teacher	Lapoint	5/26/2017
14. Pamela Gardiner (.875)	SpEd Ta	Naples	5/26/2017
15. Justin Dudek	Teacher	Naples	5/26/2017
16. Connie Wells (.5625)	Foods	Naples	2/3/2017
17. Annette Hadlock	Teacher and Coach	UHS	5/26/2017
18. Joyce Karren	Teacher	Naples	5/26/2017
19. Shawn Richins	Maintenance Coordinator	Maintenance	6/30/2017
20. Jennifer Barker	Teacher	Naples	5/26/2017
21. Tim Rockwood	Bus Driver	Transportation	5/26/2017
22. Morgan Batty	Bus Driver	Transportation	5/26/2017
23. Teah Landon	Teacher	Lapoint	5/26/2017
24. Rosa Eaton	Instructional Coach	USD	5/26/2017
25. Katlyn Powell	Sweeper	Discovery	5/26/2017
26. Carron Martinsen	Teacher	Discovery	5/26/2017
27. Judith Huber (.4875)	Music Specialist	Lapoint	1/30/2017
28. Wanda White (.4)	TA	Discovery	3/1/2017
29. Kathleen Caldwell	Teacher	Maeser	5/26/2017
30. Brenda Olsen (1.0)	SpEd TA	Davis	5/26/2017
31. Heather Lamoreux (.3785)	Foods	VMS	2/14/2017

Mark Caldwell moved to approve the personnel changes as presented. Sarah Lamb seconded.

Mark Caldwell asked about the eleven teachers on the separation of employment and the recruiting plans. Lance Hatch responded not all will be filled. With the slight decline in enrollment some positions may be eliminated. They are still trying to work it all out. Some schools have too much faculty while others do

not have enough. They are estimating to hire around five replacement teachers. Mark Caldwell noted the average is 24 students per teacher. Derek Anderson noted the number of teachers needed is based on the number of enrollment last year and current enrollment. Lance has not been informed on how many are graduating from the Grow your Own program but will cast a wide net when recruiting.

Sarah Lamb noted there are more resignations than retiring and asked if that was normal. Lance recalls more retiring this year than last year. Sarah also noted she saw teachers in the audience laugh at the 24 students per class remark and asked why. Kevin Dickson noted the State determines the average class size but uses a different method than a teacher would. The State estimation is just not realistic. Derek added the secondary size is different than elementary and there are many other metrics that make a difference. Administration counts in the State's equation as well. The State makes it look better than it really is. Sarah added the teachers are doing awesome with their load. Kurt Case asked how many students we anticipate losing. Derek noted we have lost around 300 and that is the number we will be using.

Kevin Dickson called for a vote. Motion passed unanimously

3. INFORMATIONAL/DISCUSSION ITEMS

A. Calendar Items

1. Student Achievement, Behavior, and Programs

Kevin Dickson noted the Board has worked very hard and it has been a fun process. They are working together. Don't judge the effectiveness of a board by the number of unanimous decisions. They can't all agree all the time. If the minority does not support the will of the board as a whole, that board is ineffective. This Board may not always agree but they will support each other. Kurt Case noted they work at creating constructive, open communication. They invite differing opinions and learn from one another. This has been a positive process. Sarah Lamb expressed her appreciation to everyone for being able to discuss hard items so the District can move forward. Sometimes discussion is uncomfortable but they always talk in good faith. Kevin Dickson also appreciates the laughter even in tough situations. That is a sign of a group that functions.

Mark Dockins noted the change in the Board agenda has moved reports to the end of the meeting. There will be Calendar items in BoardDocs so there will be information available as to what activities the Schools have planned. This will make it easier for Board members to attend activities. It will take time to get used to this change and make all of the information available each month. Lapoint Elementary will be having their third annual 3rd Grade Wax Museum February 24th at 9 am. The Vernal Middle School will have Hope Week March 13th – 17th and a Talent Show March 17th at 1 pm. The High School Musical, Chitty Chitty Bang Bang will run March 3, 4, 6, 7, and 9 – 11 at 7 pm. Mark Caldwell asked if the Wax Museum could be at the Eagle View Meeting again this year. Mark Dockins will find out. Kevin encouraged Board members to make commitments to activities and events.

B. Superintendent and Business Administrator Reports

1. Out of State Travel – information available on Board Docs

Mark Dockins took a few moments to Celebrate our Students. There is a group of students in Mary Moulton's class going to the State Legislative session this Friday to testify on a bill. He asked Ms. Moulton to address the meeting. Representative Chew asked the students to help him with HB 117 regarding public notices in the newspaper. It cleans up outdated language and allows a periodical or newspaper that is not subscriber based to be used for publishing legal notices and public notices. It is a free distribution and gets to more individuals as opposed to subscribers only. The students will go head to head with a lobbyist from the Press Association. The students will do a presentation and rebuttals. They

will be speaking at 8 am Friday in front of the Business and Labor Committee. 45 students are going but only eight are speaking. They will stay the entire day meeting Legislators and Lt. Gov. Cox. They will take a tour at 11:15. Friday is also USBA, Utah School Boards Association, Day on the Hill. The students did a run through today and did amazing. They are excited and will do a great job. This is a great experience for them. If they can get it out of committee, it will go to the House Floor and then on to the Senate where they will testify again.

Mark Dockins had more to Celebrate. Vernal Middle School has received two awards: Team of the Year for Language Arts and Administrators of the Year. These are both great achievements and we are very proud.

Kevin Dickson noted he and Mark Dockins attended a meeting recently that was a bit disappointing. They did steal the excellent idea of having a Student of the Month from each school attend the Board Meeting every month. The selection would be left to the schools and they could do more than one if they choose to. The student would be recognized at the beginning of the meeting.

Mark Dockins had one more item of information for the Board. Each year the District goes through different audits that are not fiscal. We must be in compliance for different programs. Counseling and Adult Ed audits were completed this year but we do not have a write up on those yet to see if there are any findings. CTE was audited and there were findings to work on. There are several simple items such as changing the Office of Civil Rights to the Office for Civil Rights. Because we received funding, we must comply. Some items will cost money, such as handrails that need added. They will create a plan to take care of these findings. There is nothing big enough to need Board approval at this point. Derek Anderson added there are some signage issues, heights of toilets, the slope in the auditorium and other things to work through. We have to comply because of funding but we have to comply anyway due to accessibility.

Derek Anderson shared budget dates coming up. The week of March 27th the capital outlay requests will be available for review. April 10th will be the Budget Work Session. He would like the Capital Outlay requests approved April 11th. They can wait until the budget is approved but it is nice to know so some of them can be taken care of over the summer. A survey regarding the classified salary schedule was sent to the employees. The Classified Employees Association will review the job descriptions and information returned and work with Administration to come up with a cohesive salary schedule. Then they will have it reviewed by an outside source. The ACA, Affordable Care Act, is in the process and due the end of March. The Executive Order from President Trump removed undue hindrance on employers. As that is not specific, we must meet legal requirements. SB 80 has passed on the Senate floor and is moving to the House this week. It is the equalization bill. Essentially it takes from some school districts and gives to others. Senator Fillmore claims it creates a level playing field when in fact we already have such. The assessed valuations of the district will be compared to other districts. If your district is above the threshold, that amount will be sent to some other district. This will take money from Uintah. For example, funds from Uintah County could be given to Daggett. The bill has powerful backers and it is likely to pass; it almost passed last year. The House can make changes and send it back to the Senate. Contact Representative Chew with comments. The JOC position is a hold. They may support it if certain things are changed. Charter schools will also benefit. They get funding based on the average of what the District receives.

Resha Bartlett moved to adjourn. Kurt Case seconded. Motion passed unanimously.

ADJOURN: Meeting adjourned at 6:51 pm.