



**MINUTES**  
**MEETING OF THE BOARD OF EDUCATION**  
**Washington County School District**  
**121 West Tabernacle, St. George, Utah 84770**  
**January 8, 2019**  
**4:30 PM**

**Reverence offered by Member Dunn.**

*Present: Board President David Stirland, Board Member Craig Seegmiller, Board Member Terry Hutchinson, Board Member Laura Hesson, Board Member Becky Dunn, Board Vice President Kelly Blake, Board Member LaRene Cox, Superintendent Larry Bergeson, Business Administrator Brent Bills, Assistant Superintendent Richard Holmes, Assistant Superintendent Rex Wilkey, Executive HR Director Lyle Cox, Executive Director Craig Hammer, Technology Director Lawrence Esplin, Executive Director Steven Dunham, Communications Specialist Cody Plumhof, Enterprise City Council Member Jared Bollinger, Enterprise City Council Member Ron Lehm, Enterprise City Planner Adam Bowler, Enterprise City Council Member Darcy Holt.*

*Minutes: Executive Secretary Kajsia Boyer*

**WORK SESSION**

**Enterprise City**

David Stirland expressed appreciation for the help from folks in Enterprise with passing the bond. The District is moving forward with changes, enhancements, and safety updates. Craig Hammer shared some of the planned projects in Enterprise including repairs, a parking lot, and a snow plow for the elementary, and a classroom addition and repairs at the high school. He said there is a lot of architecture work to do, so it will probably be done in year three of the bond. The bond projects throughout the District are being scheduled over the next four to five years. There are safety issues and state mandated updates that will be done first. Adam Bowler reported that 500 homes in a large subdivision started about 10 years ago have all been sold now. They do continue to have steady growth but are not overwhelmed. In 2018, the city issued 20-25 home permits. Most of the homes are family occupied. Many are individuals who are returning to the Enterprise. There are no large projects planned for the immediate future. The city is still working to complete the park, which should be completed next year. He understands that the school will be starting a tennis program which will increase the use of the tennis courts. High school teams are already using the sports facility. The current population is around 18,050. Impact fees are just under \$15,000. The city provides their own water, power, and sewer. Adam Bowler also mentioned that the city is still working on the run-off issues at the high school. They have built a big catch basin with the park and are hoping that by catching it, it will alleviate some of the flooding issues. Superintendent Larry Bergeson reported on road upgrades on highway 56 that may entice Iron County residents to request enrollment in Enterprise. He has been working with Iron County to firm up the boundaries. It is in the best interest for their students to attend in Iron County. The division line is highway 56. If situations arise for families enrolling students, they should contact Washington County School District or Iron County School District. Enterprise City officials said the principals have been great to work with. Luke Rowley has been involved in the community and volunteers as a fire fighter. The city officials appreciate getting some of the bond funding to make improvements in Enterprise. Superintendent Larry Bergeson the District works hard to make sure programs and opportunities are available to the students in Enterprise. Ron Lehm said many of the teaching staff in Enterprise grew up there. It has made for a connection and there is a cohesiveness with teachers looking out for the students.

**Board Member Seegmiller presented a motion to go into a closed session at 1:03 p.m. Board Member Hutchinson seconded the motion that passed unanimously.**

## **CLOSED SESSION**

*Present: Board President David Stirland, Board Member Craig Seegmiller, Board Member Terry Hutchinson, Board Member Laura Hesson, Board Member Becky Dunn, Board Member Kelly Blake, Board Member LaRene Cox, Superintendent Larry Bergeson, Business Administrator Brent Bills, Assistant Superintendent Richard Holmes, Assistant Superintendent Rex Wilkey, HR Director Lyle Cox, Technology Director Lawrence Esplin, Executive Director Craig Hammer, Communications Director Steven Dunham, and Executive Secretary Kajsia Boyer.*

### **Property and Personnel Items**

*Present: Board President David Stirland, Board Member Craig Seegmiller, Board Member Terry Hutchinson, Board Member Laura Hesson, Board Member Becky Dunn, Board Member Kelly Blake, Board Member LaRene Cox, Superintendent Larry Bergeson, and Business Administrator Brent Bills.*

### **Personnel Items**

Board Member Hesson presented a motion to go out of the closed session at 3:10 p.m. Board Member Blake seconded the motion that passed unanimously.

## **WORK SESSION**

### **Dixie Sun/Coral Cliffs Boundary Realignment – Rex Wilkey**

Rex Wilkey reported on gathering information at staff and parent meetings at Dixie Sun Elementary and Coral Cliffs Elementary. He shared a boundary proposal, which creates a boundary around Dixie Sun. Dixie Sun Elementary would be a hybrid school, keeping the dual program for those already in the program and having a Dual Immersion strand that would continue. He proposed creating a lab school at Coral Cliffs Elementary where individuals still in teacher training can go into a classroom at work with students. Changes would send some of the current Coral Cliffs students to Red Mountain, Sunset, and Santa Clara. It would provide a great opportunity for teacher training. Dixie State University would support the teaching training program in the school. It would be similar to the training in Finland. The School District would own the program. The classrooms at Coral Cliffs would have interns working with the students. The building would have a dual purpose. It would still create about \$350,000 in savings by selling the DXATC building. The building would have a TSA director overseeing the program. Parents would be given an option to have their children attend another school if they don't want to participate in the lab school. A lottery would be done to fill additional slots. The next steps will be to hold meetings with the staff of the schools and parent meetings again. Amy Barton feels it is a good solution for teachers and students. The plan could start this fall. Superintendent Larry Bergeson said the District could move forward quicker with this proposal. Superintendent Larry Bergeson also said he doesn't feel the time is right to look at closing Springdale Elementary. Laura Hesson feels the parent meetings held were a win for the District.

### **District Org Chart Review – Larry Bergeson**

A copy was given to the Board for review.

### **Board Voting District Realignment – Kim Hafen, Melanie Abplanalp**

Kim Hafen reviewed the proposed Board Voting District boundary changes. Craig Seegmiller would like to keep boundaries a little more contiguous. Kim Hafen said he would leave the maps for the Board to review and give any feedback on the proposed changes or additional changes needed.

### **Wellness Program and Policy – Tammara Robinson**

Tammara Robinson said the two-year Fitbit contract will expire in July. She shared information about the

number of employees who are not participating and information about the program costs. The proposal to continue would cost about \$15,300. Some employees will need new devices. GBS was able to take the data and plug it into utilization. The number of claims appear to drop with those who step over 6000 steps daily. Tammara Robinson suggested continuing with Fitbit program for another two years, allowing time to look at implementing a health clinic. Brent Bills said the cost would be about the same as the amount collected. Employees would have a coupon provided on the storefront for credit toward the purchase of a new device.

### **USBA Conference Arrangements – Brent Bills**

Brent Bills sent confirmations for Little America Hotel to the board members. He and Superintendent Bergeson will go up on Thursday morning for additional meetings. He reviewed some of the plans and events while there.

### **Southwest Prevention Report – Teresa Willie**

Logan Reid shared some of the prevention and education services provided for students by Southwest Prevention. He expressed appreciation for the partnership with Washington County School District representatives. He shared data from the Sharp Survey showing 10-year trends for substance use. The good news is in looking at the data for 6th, 8th, 10th, and 12th grades, the county is still under 10% for substance use. Electronic cigarettes and vaporizers, primarily with tobacco, have seen major increases of up to 340%. Students as young as 6th grade are using these devices. Teen use of alcohol is leveling out. Marijuana use and prescription drug use are increasing and are a concern. The data is showing some negative trends. Suicide-related indicators are increasing in Washington County and throughout the State of Utah. Indicators include high mental health treatment needs, depression, suicide thoughts, and suicide attempts. The number of kids in Washington County who qualify for needing high mental health treatment has increased. The Sharp Survey helps track 22 risk factors and 11 protective factors. Washington County is seeing a decrease in protective factors. When kids are rewarded for being involved in good things, it makes them less likely to do drugs, be depressed, or attempt suicide. There is a reduction in these types of activities available for kids, even in the schools. The severity of issues has also changed over the past years. Technology is strongly linked to these things. The way we are communicating, the amount of time spent on and the exposure to things on screens, and social media has changed how kids are exposed to drugs. Some of the things the prevention specialists are doing include the Personal Empowerment Program, HOPE Squads, Reach4 Hope Coalition, QPR Instruction, and much more. Logan Reid shared the types of prevention services: Primordial Prevention focuses on policies that have an impact on health and wellness, Primary Prevention focuses on preventing problems before they happen, Secondary Prevention helps with problems that have occurred before they become too serious, and Tertiary Prevention focuses on kids dealing with serious things. Southwest Prevention is focusing on the Primary Prevention. Last year the legislation relaxed the alcohol policies and gave 1.7 million dollars for schools to do prevention programs. The state put together a review board and selected the Botvin LifeSkills program. It is an evidence-based program, when implemented correctly, reduces the use of alcohol and drugs by 80% and helps to reduce depression and suicide. The District is using the program in 8th and 10th grades. Logan Reid suggested the need to start teaching prevention in earlier grades.

### **Follow-up from Previous Meeting**

There was nothing to discuss.

### **OPEN DISCUSSION OF THE BOARD**

**Healthy Dixie Update - Craig Seegmiller**

**USBA Update - Kelly Blake**

**MBA Update - Laura Hesson**

**Dixie Tech Update - LaRene Cox**

**Foundation Update - David Stirland**

**FCAOG Update - Terry Hutchinson**

**Audit Committee Update - Becky Dunn**

**Board Member Hutchinson presented a motion to go into a closed session at 4:26 p.m. Board Member Cox seconded the motion that passed unanimously.**

*Present: Board President David Stirland, Board Member Craig Seegmiller, Board Member Terry Hutchinson, Board Member Laura Hesson, Board Member Becky Dunn, Board Member Kelly Blake, Board Member LaRene Cox, Superintendent Larry Bergeson, Business Administrator Brent Bills, Assistant Superintendent Richard Holmes, Assistant Superintendent Rex Wilkey, Technology Director Lawrence Esplin, Executive Director Craig Hammer, Communications Director Steven Dunham, and Executive Secretary Kajsia Boyer.*

### **Personnel Items**

**Board Member Seegmiller presented a motion to go out of the closed session at 4:27 p.m. Board Member Hutchinson seconded the motion that passed unanimously.**

### **ITEMS FOR BOARD REVIEW**

- A. Enrollment
- B. Safe Schools
- C. GRAMA Requests
- D. Department Reports

*A regular meeting of the Board of Education of the Washington County School District was held after due, legal, and timely notice being given to all members and interested parties. Board President David Stirland called the meeting to order and welcomed all visitors. Board members present were Craig Seegmiller, Terry Hutchinson, Laura Hesson, Becky Dunn, Kelly Blake and LaRene Cox. Staff members present were Superintendent Larry Bergeson and Business Administrator Brent Bills.*

### **OPENING MEETING - 4:30 p.m.**

**Board President Welcome – David Stirland**

**Pledge of Allegiance - David Stirland**

**Reverence – Terry Hutchinson**

### **CONSENT AGENDA**

#### **A. Minutes:**

1. December 11, 2018 Meeting of the Board of Education

#### **B. Financial Report**

#### **C. Personnel Items**

#### **D. Superintendent Contract Renewal**

#### **E. Crimson View Elementary School LAND Trust Plan Change**

#### **F. Hurricane Intermediate School LAND Trust Plan Change**

The personnel items include approval of the administrative organizational realignment with the reclassification of two positions as executive directors. Amy Mitchell will be appointed to assume management for 1/3 of the elementary schools and Cheri Stevenson will be appointed to assume responsibility for the intermediate schools. The position vacated by Bob Sonju will be announced and competed as an Elementary Education Executive Director.

Brent Bills explained that the transportation supplies expense was for the Zonar and will be reclassified to the correct account to match the budget book.

**Board Member Blake presented a motion to approve the Consent Agenda items. Board Member Hutchinson seconded the motion that passed unanimously.**

### **PUBLIC COMMENT ON BOARD ACTION ITEMS**

No comments were given.

## **BOARD ACTION ITEMS**

### **Change of Resolution for Definition of At-Risk of Academic Failure – Richard Holmes**

Richard Holmes said the changes to the resolution are fulfilling the state requirements.

**Board Member Hesson presented a motion to approve the change to the Resolution for Definition of At-Risk of Academic Failure as presented. Board Member Cox seconded the motion that passed unanimously.**

### **Architectural Bid Selection – Brent Bills**

Brent Bills reported on the SOIQ for architectural services. Two bids were received from VCBO and Naylor Wentworth. The bid committee reviewed the responses and would like to accept both architectural firms for services.

**Board Member Seegmiller presented a motion to approve VCBO and Naylor Wentworth Architects for architectural services. Board Member Blake seconded the motion that passed unanimously.**

### **Policy 1200 Pay and Compensation – Lyle Cox**

Lyle Cox reviewed the changes to Policy 1200 Pay and Compensation as required by the state retirement office for individuals working on J1 and J2 visas and their entitlements. The District is required to provide some benefits while the visiting teachers are here. They are a little different than the benefits of fulltime employees. Changes are included under section 3.2.7.5.

**Board Member Seegmiller presented a motion to approve the changes to Policy 1200 Pay and Compensation. Board Member Dunn seconded the motion that passed unanimously.**

### **Board President Elections – David Stirland**

David Stirland explained that the Board President elections are held every two years. He has appreciated working with each one on the School Board. All of them have a desire to serve the students of Washington County. He opened the nomination for the Board President to serve for the next two years. Terry Hutchinson presented a nomination for David Stirland to be elected president as the majority of members are first term members. Traditionally it changes every two years, but he noted the progress that has been made over the past two years with David Stirland as President. Kelly Blake seconded the motion to elect David Stirland as President. No additional nominations were given. Board members voted on the nomination of David Stirland for Board President as follows:

Member Hesson – Yes

Member Seegmiller – Yes

Member Blake – Yes

Member Stirland – Yes

Member Dunn – Yes

Member Hutchinson – Yes

Member Cox – Yes

The vote was unanimous.

President Stirland called for nominations for Vice-president of the School Board. Member Cox presented a nomination to elect Kelly Blake as Vice-president. Member Seegmiller seconded the motion to elect Kelly Blake as Vice-president. Board members voted on the nomination of Kelly Blake for Board Vice-president as follows:

Member Cox – Yes

Member Hutchinson – Yes

Member Dunn – Yes

Member Stirland – Yes

Member Blake – Yes

Member Seegmiller – Yes

Member Hesson – Yes

The vote was unanimous.

## **DISCUSSION ITEMS**

### **Policy 1332 FMLA, ADA, and District Sick Leave – Tammara Robinson**

Tammara Robinson reviewed the changes to policy 1332 as part of the new URS guidelines with J1 visas, legal recommendations, and new rules of ADA. Under section 2.4.2 the term “indefinite” was removed as it is not required under ADA. It will be looked at on a case-by-case basis. Under section 3.1.6 it states that J1 and J2 teachers are not entitled to retirement but will receive sick leave benefits. Under section 3.1.8 the table for first year employee sick leave was removed. Section 3.1.13 increases the days to four days based on a court case. Section 3.2.1 changes leave time to 28 months for eligibility. Section 3.7.1.4 states FMLA leave cannot be used for vacation or work for others. Section 3.7.3 addresses compensatory time.

### **Child Nutrition Policy – Sharon Stucki**

The discussion on the Child Nutrition Policy was postponed.

Rex Wilkey and Steven Dunham reported that after reviewing information on the proposed changes to Dixie Sun Elementary and Coral Cliffs Elementary, another proposal has been developed. They would like to schedule meetings with parents, principals and staff. Steven Dunham said they have listened to parents and will address the concerns of parents and then report back to the Board any additional feedback from parents.

## **INFORMATION**

### **Student Achievement – Brad Ferguson**

Brad Ferguson reported on the state report cards issued on January 3, 2019. He shared where they are available on state site under Data Gateway, School Report Cards. Individuals can search see the report card for any school in the State of Utah. He shared an example of one of our school report cards showing achievement and percent proficient on end-of-year test, percent of specific growth targets, growth targets from previous year, English Language Learner targets, Post-secondary readiness, school indicators, and attendance. Brad Ferguson reported on a parent survey that was launched yesterday at 9:15 a.m. on the District Strategic Plan. The survey was sent to 33,208 emails. Within about thirty minutes the District had received 600 responses. There have now been about 1,825 responses have been received. The District hopes to get more responses. The survey will run for several weeks and will report back. Superintendent Larry Bergeson said the District has connected with Qualtrics and hopes to receive feedback on the Strategic Plan.

### **What’s Right in WCSD Schools**

#### **Three Falls Elementary School – Brad Jolley**

Brad Jolley shared that there are great students at Three Falls Elementary, and an amazing staff that is committed. He is happy to see student growth in the commendable category. Stephanie Wilber, learning coach, said that with the growth percentile, the school is not just looking at students below. they are looking at all students to see if all students are making a year’s growth. They are excited about their growth score and that students are showing higher growth in English, language arts, science and math. They looked at how they are getting the growth. They have scheduled 30 minutes of uninterrupted time for teachers with every class. Teachers have solid Tier I time with every class. The school also has a strong interventionist to work with targeted students. The school is really data driven. The teachers meet in PLCs to look at the data. Brad Jolley said the Chinese program is continuing at Three Falls Elementary. They have been filling the dual immersion slots in first grade each year. Students are learning the language and academics. The school is working on some STEM activities. He appreciates the social/emotional learning that is taking place in schools. He said the school is looking at ways to make their kids feel safer.

#### **Millcreek High School – Rusty Holmes**

Rusty Holmes reported on an annual event at Millcreek to meet the needs of their students at Christmas time. Many students at Millcreek have real struggles in life. The school has set up a food pantry with help from the

Utah Food Bank. He shared about many donations from faculty and civic organizations that helped students and young mothers with things that were needed. He shared how one delivery was received in tears as it was the first Christmas the family had in three years. Rusty Holmes also pointed out the mental health services that are so needed. This past year is was submitted in a grant to fund a mental health counselor in the school. Looking forward to hiring for the position and to see how it helps the school.

## **REPORTS**

### **Superintendent**

Superintendent Larry Bergeson reported on Foundation's plan to award 554 classroom grants this year. That number makes up about 1/3 of the teachers in the District. He is excited to see the excitement of teachers who receive these grants. The grants provide extra materials for teachers to use in the classroom.

Superintendent Larry Bergeson is pleased with how the District is keeping up with growth. He expressed appreciation for the community approving the bond, Launi Harden and the Transportation Department who transports students, and those who work to building and opening of new schools. Will be opening two more schools this next year. He recognized the work done to seamlessly open schools and still providing high levels of learning and meet the needs of students. He appreciates the combined support of so many and recognizes that many times we underestimate the amount of work that goes into it all.

### **Board**

No reports were given.

### **Association**

Amy Barton mentioned the upcoming negotiations. She said that teachers appreciate a calendar that allows for a prep day before students come back after Christmas Break. She mentioned that a Washington County School District teacher will be recognized as the KUED Teacher of Year. The teacher's name will be released at a later date. She also noted the start of legislative session coming up. She said a survey went out to teachers to share their stories. Districts received a report of the responses from teachers. The survey gives teachers opportunity to share their stories and how their classrooms are affected by legislation. The association would like to send several teachers to Legislative Day on the Hill. She will work with Superintendent Bergeson on the approval. The Legislative platform of UEA is to create a budget sheet with amounts to address the needs. She suggested the platform would be a great way to open up conversations with the legislators.

### **PTA/PTO/Community County**

No comments were given.

## **PUBLIC OPPORTUNITY TO ADDRESS THE BOARD - 3 minutes each**

Alan Crooks, Dixie Sun parent, thanked the Board for the opportunity to communicate with the District. He feels it has been a good exchange and appreciates the time to hear and be heard. He appreciates the creative solutions that are coming forth.

**Board President David Stirland adjourned the meeting at 5:28 p.m. as there was no further business to discuss.**

## **ADJOURNMENT**