



MINUTES
MEETING OF THE BOARD OF EDUCATION
Washington County School District
121 West Tabernacle, St. George, Utah 84770
March 5, 2019
4:30 PM

Reverence offered by Assistant Superintendent Richard Holmes.

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, Superintendent Larry Bergeson, Business Administrator Brent Bills, Assistant Superintendent Richard Holmes, Assistant Superintendent Rex Wilkey, Executive Director Craig Hammer, Technology Director Lawrence Esplin.

Excused: Board Member LaRene Cox

Minutes: Executive Secretary Kajsia Boyer

CLOSED SESSION

Property and Personnel Items

WORK SESSION

Annual Board School LAND Trust Training – Laura Hesson

Laura Hesson said the Board would be receiving the School LAND Trust plans next month to review. The Board Members should review their schools and report any concerns to Kajsia Boyer. Plans should meet the most critical academic needs of the school and should be measurable. The Board should check to make sure expenditures match the plan budgets. Schools can spend up to \$7,000 for character education/ behavior programs. Schools can also use up to \$2 per student/per year for student incentives. She shared a list of appropriate and non-appropriate expenditures and the School LAND Trust timelines. Most schools spend money on technology and salaries for extra instruction, classroom help, or music. Superintendent Larry Bergeson mentioned that it is helpful to attend the community council meetings of some of the schools. David Stirland suggested sending a message from the Board to parents encouraging them to become more involved. The Board could work with Steven Dunham to help put together a video. The Board would also like to know if there are schools that need additional parental support on the council.

School Fee Schedule – Brent Bills

Brent Bills reviewed the rules related to school fees. The Board is not required to hold a hearing as previously thought. The Board is required to adopt a policy annually with a notice provided. The proposed fee schedule would include a maximum allowable fee for classes and programs. The fees cannot exceed the actual cost for items purchased. The state is allowing the LEA to determine the maximum amount. Brent Bills suggested that the Board should keep the curricular costs low. The co-curricular and extra-curricular costs

could be a little higher. The activity fee charged is to cover various costs such as assemblies and also gives additional money to help schools pay for fee waiver costs. The District can continue to charge the textbook rental fee until 2020-2021 or 2022-2023. It is still being determined. The class change fee is there to help dis-incent students from making changes. The mailing fee is charged only for those who do not want electronic communication. An Open Enrollment fee is charged to process the transfer. Brent Bills reviewed all the school fees, class fees, co-curricular fees, and extra-curricular fees included on the proposed Fee Schedule. He mentioned that the Board will need to set a maximum cost for student, which includes any money that is fund-raised to help pay the cost. If a booster club pays the school, it counts toward the max aggregate for the student. The District will be responsible to cover all the costs for students on fee waivers including the cost of camps. When school groups hold fundraisers, the funds must be evenly distributed among the students on the team or in the class or club. Laura Belnap said there have been complaints throughout the state about inequity of costs. Brent Bills said some feel that the interpretation of the audit is stricter than the injunction. Superintendent Larry Bergeson said the inequity between districts was clearly discussed with the state. Robertson's bill would pay for the costs of expenses during the day and keep the other costs separate. This would create a bigger gap between the "have" and "have-nots." Brent Bills said we will need to be clear with the coaches to make sure they understand that parents cannot get together on the side and buy things for all members of a team to wear. It would then become a fee and should be included on the schedule, and it is waivable. If a district is found out of compliance, the District will not be able to charge fees until they are in compliance. Terry Hutchinson said the coaches and principals need some training and the Board should be there to stress compliance. David Stirland suggested possibly hiring a compliance officer. Brent Bills said that each of the secondary schools already has a compliance officer with their athletic directors. The total estimated cost the District will be liable for with fee waivers is \$2.8 million. The state will start auditing the districts on January 1, 2020. Brent Bills said he was told the interpretation requires this to be in place for next year. Currently, each school is responsible for the first 5% of the fee waiver. The District has paid the additional amount. Camps and sports costs have not been included in the past. Brent Bills said schools who have required students to work for the fee waiver have seen a reduced number of fee waivers. Students can help clean up at the school or they could help tutor other students. Becky Dunn said the law states that we would need to offer similar work opportunities to all students to work for their fees. Richard Holmes said one positive thing from this is the consistency throughout the District. He also mentioned that parents feel that fees are high. Fee waivers do not apply to school lunch. Brent Bills said students going on a day trip could sign up for a sack lunch or a cooler with food could be taken. On overnight trips, the coaches would use a purchasing card and pay for the meals at one location. Students can choose to participate where the coach is purchasing the meal or eat on their own. The District is required to provide a meal for students on fee waiver, but students cannot be singled out. A meal would be provided for all students. The District will make sure students are taken care of. The Board also discussed the cost of uniforms for drill and cheer.

Superintendent Larry Bergeson reported on a student suicide and a student accident. The principals and staff are working hard to help prevent suicides. The District is looking at a couple of programs. The health curriculum in the schools also addresses suicide. An app called School Pulse is being tried in one of the schools. Students respond how they are feeling and receive a message according to how they responded. A message is also sent to the school letting them know how students are feeling. There is one school piloting a

badge program as well. The concerns are being discussed and are a focus of the District. The District is trying to stay ahead on this concern. David Stirland encouraged Board members to share any ideas they have as one death is too many. Superintendent Larry Bergeson said there have been five suicides this year, which is up from the previous year. He mentioned a social media push challenging kids to see who is brave enough. The state is helping the push with legislative funds for the Safe Utah program. The District administration is hoping to get additional funds to hire mental health counselors this next year. Teachers participate in the Safe Schools training, counselor training, Southwest Mental Health training, and Tami Curtis is meeting with faculties to do training. Laura Hesson suggested QPR training for teachers. She also suggested giving principals help to deal with any personal things they are dealing with so they can be readier to help in their schools. David Stirland also mentioned the need to destigmatize mental health. Superintendent Larry Bergeson mentioned meeting with Tami Curtis to see what is needed with the legislative funds if received. She would like more programs and people to help.

Employee Insurance Premium and HSA Contribution Adjustments – Brent Bills

Brent Bills said the recommendation from GBS is that the District increase the contribution by 10% to cover the District which is now self-insured. He shared the District premium rates and the employee premium rates. The District will need to contribute \$2.73 million more which would equal 2.25% of the WPU. The employee contribution amount increases for the single, two-party, and family plans. Currently employees on the high deductible plan receive \$950.00 in their HSA account, plus the District pays an additional \$20 for every \$100 the employee contributes, up to \$240. The amount has been paid upfront. He said the District would like to change the amount to \$960 as a monthly amount of \$80 throughout the year. Tammara Robinson said adding the extra incentive has greatly increased the number of employees contributing. Approximately 51% of the employees are on the HSA plan and 49% are on the traditional plan. Brent Bills recommended that if the Board decides to make any changes to the proposed numbers, they turn it back to the insurance committee to work with. Brent Bills explained the legislative funding scenarios, explaining that we would still be okay to cover the premium if money is pulled off the WPU and put into the TSSA funding. The TSSA money would not be able to go toward the insurance. David Stirland asked about receiving utilization data. Brent Bills said we are getting utilization data weekly. There was a higher utilization during the Christmas Break. Tammara Robinson said the biggest issue with utilization is prescription medications. There are a few members with higher health treatment costs, but she feels that the pharmaceutical costs could be decreased. The District is looking for options to decrease the costs and will start receiving pharmaceutical rebates. It is anticipated that the first rebate will be approximately \$300,000. GBS also has a staff member who works to mitigate the high cost prescriptions. The insurance approval is needed in March for open enrollment in April. Superintendent Larry Bergeson mentioned the contract work being done with EMI and the surgical centers. Beck Dunn shared concern her concern that employees are being asked to pay more again for insurance. She said she has tried to find a solution but cannot find one at this point. Superintendent Larry Bergeson said insurance costs is one of the biggest concerns for the District. We are still charging employees significantly less than others. Laura Hesson said the employees need to understand that it is a 10% increase for employees, but it is a much higher increase for the District.

Priorities Projects – Craig Hammer

Craig Hammer reviewed the Priorities Projects that were not included in the bond. The items with no dollar amount on the list will not be done this year. Most of the projects are not big-ticket items. The total cost of the projects is \$2.839 million. Craig Hammer shared

concern with the work load of Mel Ashcraft and the bond projects, priority projects, the school remodels, and new construction. He suggested hiring an assistant to help specifically with the priority projects. There are also concerns getting contractors to do the work. Brent Bills also suggested doing a dual award with multiple contractors to help manage all the bond projects and priority work.

2019-2020 Board Meeting Schedule – David Stirland

David Stirland reviewed the proposed meeting dates for next year. The Board will have a chance to review their schedules. David Stirland suggested moving the June Board Meeting date for this year from June 11 to June 18, 2019. The Board will plan to hold their annual Board Retreat on July 9, 2019.

Follow-up from Previous Meeting

OPEN DISCUSSION OF THE BOARD

Healthy Dixie Update - Craig Seegmiller

Craig Seegmiller reported on the bicycle project. Healthy Dixie will raise funds to help put bikes in our schools. Superintendent Larry Bergeson said Ken Carlson is being worked with to work the program into the schools. The District has a potential for three schools at this point.

USBA Update - LaRene Cox

LaRene Cox said the USBA will hold a retreat in April. Things have gone well with legislation.

MBA Update - Laura Hesson

Laura Hesson said information was emailed.

Dixie Tech Update - Terry Hutchinson

Terry Hutchinson said a meeting is scheduled for Monday.

Foundation Update - David Stirland

Superintendent Larry Bergeson briefly reported on the classroom grants. Most have been presented. Several schools had 20-30 teachers receive grants. The grants presented total about \$243,000. He mentioned that a large amount of the discussion in the meeting this morning was on mental health and a program for the secondary schools. The schools are already doing many things, but there is still concern with the number of suicides.

FCAOG Update - Becky Dunn

Becky Dunn mentioned she will attend the next meeting coming up.

Audit Committee Update - Kelly Blake

Nothing to report.

ITEMS FOR BOARD REVIEW

Enrollment

Safe Schools

GRAMA Requests

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, and Kelly Blake. Board Member LaRene Cox was excused. Staff members present were Superintendent Larry Bergeson and Business Administrator Brent Bills.

OPENING MEETING - 4:30 p.m.

Board President Welcome – President Stirland

Pledge of Allegiance - Member Hesson

Reverence – Member Seegmiller

Notice of Public Hearing – School Fee Schedule

The Washington County Board of Education will hold a Public Hearing on Tuesday, March 5, 2019 at 4:30 p.m. to receive public comment on the proposed School Fee Schedule for the 2019-2020 school year.

Board Member Blake presented a motion to table the School Fee Schedule Hearing.

Board Member Hutchinson seconded the motion that passed unanimously.

CONSENT AGENDA

A. Minutes

1. February 12, 2019 Meeting of the Board of Education

2. February 25, 2019 Special Meeting of the Board of Education

B. Financial Report

C. Personnel Items

D. Hurricane Elementary School LAND Trust Plan Amendment

E. Sunset Elementary School LAND Trust Plan Amendment

F. Out-of-Country Travel Request

David Stirland briefly reviewed the Sunset Elementary School LAND Trust Plan change to purchase Chromebooks. Laura Hesson said the schools have been asked to provide community council signatures. It was suggested to have Sunset get the signatures for approval. Terry Hutchinson encouraged parents to participate and encourage other parents to participate in the community councils. The councils determine how the state School LAND Trust funds are spent. The out-of-country travel is for Marybeth Fuller to travel to China for the Chinese Dual Language program.

Board Member Seegmiller presented a motion to approve the Consent Agenda items A through F with Sunset Elementary gathering the signatures for their plan amendment. Board Member Blake seconded the motion that passed unanimously.

PUBLIC COMMENT ON BOARD ACTION ITEMS

No public comments were given.

BOARD ACTION ITEMS

Policy 1200 Pay and Compensation – Tammara Robinson

Tammara Robinson requested Board approval for the policy change. No comments were received on the proposed changes.

Board Member Blake presented a motion to approve the changes to Policy 1200 Pay and Compensation. Board Member Hutchinson seconded the motion that passed unanimously.

Policy 3331 Child Nutrition Policy – Sharon Stucki

Sharon Stucki asked for Board approval of Policy 3331 Child Nutrition Policy.

The purpose is for procedures to perform collection of unpaid charges and policy to let parents know how the District goes about collecting, how to apply for benefits, and meal service. Superintendent Larry Bergeson said we do not deny meals to students and work with parents cooperatively to collect balances.

Board Member Hesson presented a motion to approve the changes to Policy 3331 Child Nutrition Policy Board Member Seegmiller seconded the motion that passed unanimously.

Employee Insurance Premium Adjustments and HSA Contribution Adjustments – Brent Bills

Brent Bills reported on the Insurance RFP approved by Board in February with EMI. The Board will need to approve the amount charges. EMI included a 10% increase that aligns with current trends. The recommendation is to increase contribution 10% and keep employee and employer's contribution percent the same. Brent Bills reviewed costs to employees that increase 10% at each level. The District pays the remaining cost. Brent Bills said an additional recommendation would include increasing the HSA amount to \$960 equally paid monthly. The \$20.00 contribution match would continue. David Stirland said it is a serious decision for the Board to determine how to provide health insurance at a cost low for employees. The cost increases by millions yearly.

Board Member Seegmiller presented a motion to approve the Employee Insurance Premium Adjustments and HSA Contribution Adjustments. Board Member Blake seconded the motion that passed unanimously.

Learning Management System Purchase Approval – Tony Campbell

Lawrence Esplin reported on the Digital Learning and Teaching Grant. An RFP was done for a Learning Management Systems that would allow teachers to share data. Canvas did not participate in the bid as they were working on a state big. Unified classroom was selected but was underperforming. Tony Campbell felt it would be best to allow the schools to have a choice. Canvas does not have an assessment part but is paid for by the state. Schoology was selected in RFP. Schools levels were given a choice to select. Middle and high schools chose Canvas and elementary schools chose Schoology. Intermediate schools are still deciding. Assessments will be able to be done with Schoology and information will be in PowerSchool. The savings to the District will be \$69-70,000. There is a difference in the interface of the programs. The CTE programs and the university use Canvas.

Board Member Hesson presented a motion to approve Schoology and Canvas as Learning Management Systems. Board Member Dunn seconded the motion that passed unanimously.

DISCUSSION ITEMS

Policy 3400 School Fees/Solicitation of Funds and 2019-2020 Fee Schedule – Richard Holmes

Terry Hutchinson said that Brent Bills presented information to the Board, but the District is still waiting for further information from the state. The discussion was tabled.

Policy 2110 Safe Schools Policy – Karen Bess

Karen Bess said the proposed revised policy was sent to Lear Law for review. The proposed policy has 10 sections. She reviewed the changes that include what applies to school connection, definition changes, hearing panel, appeals to the Board, physical restraint, restorative practices, suspension, TDTs, and expulsion. Guidance was received from the state that will help administrators know the minimum and maximum that can be done within the confines of the law. Superintendent Larry Bergeson said it is a step-by-step roadmap to follow. The changes have been vetted through several levels and will have a 30-day review.

INFORMATION

What's Right in WCSD Schools

- 1. Red Mountain Elementary – Jennifer Leavitt**
- 2. Lava Ridge Intermediate – Kalyn Gubler**

Jennifer Leavitt, Angie Evans and Dallas Dixon shared some of the great things about Red Mountain Elementary School. The school has seen an increase in the Science SAGE scores. Teachers are focused on science and math with reading and writing. The Dibels scores have increased to 71% proficient. The increase in scores is contributed to the PLC work and targeted instruction. Dallas Dixon reported on coding with 4-5 grade students. There are 70 plus students who are attending coding. Several attended the STEM on hill. The school had four teams compete in the Lego League with two teams receiving awards. One of the teams moved to state competition and won the Inspiration Award. The school will be holding Code Camp Junior on March 28th. Board members are invited to attend. Angie Evans reported on the STEAM night with support from businesses and individuals in the community and the Young Dr. Club with Rocky Vista University. Students go every other week for presentations, then prepare presentations to share on the off week. The “Principals Prize Patrol” allows the principal to get into homes in a positive way.

Greg Bozarth shared some of the good things at Lava Ridge Intermediate School. An email was sent to teachers on what should be shared. Students have been condensed into six micro teams at the school to build connectedness. The school has implemented a Wellness Center which provides a safe place for students feeling anxiety from trauma. Staff members work with students to help them feel centered. The school received 19 classroom grants this year. The Math Department has had students teaching other students. He also reported on the Geography Challenge winners, peer mentoring, the Worldwide Warrior service-learning project to provide water filters to Tanzania and the Hope Week and Hope Squad that help to create a safe environment at the school. Students can also participate in the Geckathon, swimming, biking, running, amazing drama productions, the Mindful Minute to help with anxiety, the school track meet, the music program, and math counts. The school students recently submitted the Gila monster to the state for consideration as the state reptile.

Lava Ridge was selected as a Model PLC School and School to Watch. Kalyn Gubler was selected as the Middle School Principal of Year in Utah.

REPORTS

Superintendent

Superintendent Larry Bergeson recognized Stephen Jones, Hurricane High School, who

was selected as the Outstanding Art Teacher of the Year by the Utah Arts Education Association. He also briefly reported on legislation and the hope to have funding to help with social and emotional learning, and mental health.

Board

No reports were given.

Association

Amy Barton, WCEA, requested copy of insurance numbers approved that were approved. She shared two upcoming events: The WCEA/UEA Legislative Debriefing with Dr. Sara Jones on March 26th at 5:00 p.m. and the Breaking the Pipeline Symposium on March 30th. Board President David Stirland invited Amy to give a report on the Symposium. She will email information on the two events for the Board.

PTA/PTO/Community County

No reports were given.

PUBLIC OPPORTUNITY TO ADDRESS THE BOARD - 3 minutes each

No public comments were given.

Board President David Stirland adjourned the meeting at 5:41 p.m. as there was no further business to discuss.

ADJOURNMENT