

**April 13, 2022 Board Meeting**  
*Meeting Location: District Office/Virtual*  
*Meeting Date: Wednesday, April 13, 2022*

**Members present**

Merri B Shumway, Lori Maughan, Steve Black, Nelson Yellowman (*arrived at 3:20 pm*),  
Lucille Cody (*virtual*)

**Others Present**

Superintendent Ron Nielson, Business Administrator Tyrel Pemberton, Human Resources  
Director Matthew Keyes, Aaron Brewer, Trevor Olsen, Julie Holt (*virtual*), Christine Fitzgerald  
(*virtual*), Eva Ewald

**Meeting called to order at 3:02 PM**

**A. Approval of Agenda - 3:00 p.m.**

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**1. Agenda Approval**

*Motion to Approve the Agenda.*

Motion by Lucille Cody, second by Steve Black.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

**B. SJ Quest Update**

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**1. Spotlight Report- Update: MVHS Accreditation Process - Ron Nielson- 3 min**

Superintendent Nielson shared the results of the Monument Valley High School accreditation process. He congratulated Principal Fife and her team for successfully completing the intensive process. The school received an index score of 304 points, on a scale of 100-400. Categories include Leadership Capacity, Learning Capacity and Resource Capacity. Monument Valley High School scored above the national average of 278-283.

Superintendent Nielson also shared a book he will be sharing with the principals and directors. The book is titled *The Future of Navajo Education*, which gives essays, thoughts and perspectives in Navajo Education. He gave a copy to each of the board members.

A gift from Denece Kitto, TES principal, was delivered to each board member. The packet includes a superhero cape, mask and book. The presentation from March 2022 Board meeting

which Principal Kitto shared the intention of the students and staff creating their initiated the gift. Board members also received a succulent plant and note from the Special Education department.

**C. Board Discussion Items** *(Note, discussion items not discussed before 5PM break will be discussed later in the agenda at the board's discretion)*

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**1. COVID 19 2021-22 School Entry Plan/ update Information- Ron Nielson- 5 min**

Superintendent Nielson reported that there are currently less than 5 active cases in our schools, with county cases also very low in numbers. He noted that the Navajo Nation Department of Health has just issued a new Health and Emergency order that moves the Navajo Nation to yellow status, which will allow 50% capacity for graduation events. Assistant Superintendent Christy Fitzgerald will work with River Region schools to make necessary adjustments for the new Navajo Nation mandates.

**2. OTC and Standing Order- Sheila Alvarez -5 min**

Lead School Nurse Sheila Alvarez, School Nurse Kelsey Homedew, and School Nurse McKall Adams discussed a proposal to allow school nurses to have a standing order to administer over the counter medications to students who need it, under the authorization of the District Medical Director. Over the counter administration would include Tylenol, Ibuprofen, Benadryl, Tums and cough syrup with the parent's sent. The motivation for the request is to allow mild student treatments that can be remedied at school and keep students in school and decrease student absences or checkouts where possible. There have also been instances where parents arriving to pick up an ill student is delayed for hours and mild over the counter medications would greatly assist the student in waiting.

Human Resources Director Matthew Keyes also noted that this is a practice that is done in other school districts, including Wasatch County School District, whose policy the district personnel utilized as a model for San Juan.

**3. 2021 Sharp Survey Data Review – Trevor Olsen – 15 min**

Student Services Director Trevor Olsen reviewed the most recent results of the Sharp Survey and answered questions regarding the future use of the survey in the schools. Highlights from the survey noted substantial increase of Native American student participation from 24.3% in 2017 to 46.7% in 2019. While substance abuse remained below the national average, the need for mental health and reported mental health concerns remain of high priority.



#### **4. Project AWARE – Trevor Olsen – 3 min**

Student Services Director Trevor Olsen shared the goals of acquiring a grant from Project AWARE to assist in sustaining and bolstering offerings for mental health offerings for students. He also clarified that the district has reached out to other mental health agencies in the local area, including online and Navajo Nation services, to increase offerings of mental health care for students and staff. He noted that there are coordination meetings held with the aforementioned agencies on an ongoing basis.

#### **5. NYCP Grant Information and Requested Letter of Support – Trevor Olsen – 5 min**

Mr. Olson requests a completed letter of support from the board for the Federal Native Youth Community Project Grant. He noted that while we have had this grant in the district before, this current grant will focus on culture and heritage implementation of a Native tribe. The plan is to focus on things that are currently being done and continue those things, as well as add a closer focus to the White Mesa community and how to support youth there.

#### **6. Employee 2022-23 Negotiations Update – Matt Keyes – 3 min**

Human Resources Director Matt Keyes stated that negotiations will move forward after the legislative numbers are solidified. This should happen in the April 11 & 12 Superintendent's meeting. From there, the district team will meet with our teacher association and finalize an agreement. The Board can expect a contract proposal in the May school board meeting so that affected contracts can be sent out immediately following the board approval.

#### **7. Land Trust Plans 2022-23 – Christy Fitzgerald/Julie Holt – 15 min**

Assistant Superintendents Christy Fitzgerald and Julie Holt presented the 2022-23 Land Trust Plans to the board for approval.

#### **8. Capital Plan Work Session - Tyrel Pemberton/ Ron Nielson - 30 min**

Business Administrator Tyrel Pemberton shared with the board a spread sheet that more fully shows the long-term challenge of replacing buildings and meeting our capital needs. He also shared a recent salary comparison done by the Business Administrator in the Beaver School District. Keeping salaries competitive is a strong competing variable to budgeting money for capital needs. He felt it imperative for the board to be current and fully aware of how our district presently stands in this area.



### **9. Building Use Rental Policy 8220 & Policy 8230 – Ron Nielson – 15 min**

Due to recent public request, the board will review Policy 8220 and Policy 8230 to discuss the deposit requirements and deposit cap amounts, as well as review criteria for non-profit and other classifications of community building user requests.

### **10. Reporting Fraud or Abuse Policy 4316- Tyrel Pemberton- 3 min**

This policy request is in response to the fraud threat assessment each district receives each year. Each district receives a fraud potential rating and training criteria. As part of the criteria, the rating also requires each board member to watch the State provided video training which will be sent to board members via email from Mr. Pemberton. This draft of the policy is for review and not expected for action this meeting.

### **11. Effective Teachers in High Poverty Schools Incentive Program – Ron Nielson – 4 min**

Effective Teachers in High Poverty Schools is a program that recognizes teachers who score at the Highly Effective range as determined by data. This program started with just math, science, and LA teachers in grades 4-11 but has since been increased to SPED and K-3 teachers. This program is set up that a pot of money allocated legislatively provides half of the possible \$7,000-dollar bonus to qualifying teachers. Each district that agrees to participate agrees to put up the other half of the \$7,000. The number of teachers qualifying state wide determine the actual payout. Superintendent Nielson discussed with the Board their preferred way to recognize and honor those K-11 SJSJ teachers who have qualified for the Highly Effective Teacher bonus.

### **12. Transportation Budget Discussion - Ron Nielson/Tyrel Pemberton- 10 min projected to lose \$827,000 from last year's budget.**

Superintendent Nielson and Tyrel Pemberton learned in the USSA Meeting held earlier this week, it was announced to the district that we would be losing \$827,000 from the Pupil Transportation Budget allotment from the State this year. There was a drop statewide to 85% for all districts; however, our biggest impact was the drastic drop of “reimbursable miles” used in the last year. Virtual learning for the River Region for the duration of Covid lockdown caused a massive decline in the mileage calculation. Eligible miles for reimbursement are calculated by mileage to and from school only, but being bound by Covid restrictions greatly reduced eligible mileage.

Superintendent Nielson, Brad Eldredge and Tyrel Pemberton are petitioning the State for reprieve, and are petitioning at a State level to be held harmless for following all Navajo Nation



Covid restrictions. They will update the board as progress occurs; he noted they will also reach out to the Navajo Nation and may potentially have the board members take action if necessary.

### **13. Proposed Retention Stipend Using ESSER Monies – Ron Nielson – 15 min**

Superintendent Nielson proposed Retention and extra work stipend for all full-time staff (both certified and classified). The stipend would be calculated at 1.5% or \$500 dollar stipend (whichever is higher) to all employees who sign a contract to return for the 2022-23 school year. This stipend would be paid out in the end of May payroll. This type of bonus is funded as an ESSER expenditure if it is structured in an appropriate way.

## **D. School/Director - Board Reflection Opportunity 4:00 p.m.**

### **1. Assistant Superintendent River Region Report - Christy Fitzgerald - 10 min**

### **2. Assistant Superintendent Mountain Region Report - Julie Holt - 10 min**

Assistant Superintendents Christy Fitzgerald and Julie Holt presented to the school board district wide goals for literacy and math, EL and SpED students as well as leadership and administrative goals. They shared current proficiency statistics and goals based in K-3 Mid-Year Data. They emphasized programs and structure for Flex Time and potential support systems for intervention at the Secondary level.

Ms. Fitzgerald and Ms. Holt gave an overview of the Utah Online School enrollment for both Elementary and Secondary levels, and the progress status of enrolled students in the online program.

Other data shared included Graduation Rates, ACT Scores, updates on schools in Turnaround Status, and Benchmark Data. They shared several Summer Learning opportunities for educators as well.

Some challenges the noted included: Recruitment and Retention, Closing the Learning Gap, Retainment of SpED Teachers and Paraeducators, Health and Wellness of staff and students, need for more Mental Health Services, New Mandates and communicating effectively with parents.

Celebrations highlighted included the return to In-Person instruction in all schools, continued improvement and alignment of 90-Day Plans, the increased focus on Intervention and Extension support for students, and dedicated leadership and educators.

E. Break - @ 5:00 p.m.

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F. Welcome and Recognition of Guests - 6:00 p.m.

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G. SJ-2 Recognition Awards

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**1. San Juan Sweet Job Award: Ally Anderson**

**2. San Juan Sweet Job Award: Tel Walker**

H. Citizen Comments

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**1. Citizens' Comments**

*No Citizens' Comments.*

I. Closed Session *(At Board Discretion, Closed Session may be Moved)*

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**1. Purchase, exchange or lease of real property**

**2. Litigation**

**3. Personnel**

*No Closed Session needed.*

J. Consent Agenda

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**1. Minutes**

**2. Revenue Reports**

**3. Expenditure Reports**

**4. School Expenditure Reports**

**5. Monthly Checks**

**6. Board Travel Reports**

**7. Personnel Report(s) and Information**

## **8. Home School Requests**

## **9. Student Hearings**

## **10. Approval of all Consent Agenda Items**

### *Motion to Accept Consent Agenda.*

Motion by Nelson Yellowman, second by Lucille Cody.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

## **K. Possible Action Items**

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### **1. COVID 19 Student Re-entry Plan Revisions**

*No action needed.*

### **2. OTC and Standing Order**

#### *Motion to postpone Action to next meeting for a 2<sup>nd</sup> Reading.*

Motion by Steve Black, second by Merri B Shumway.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

### **3. Project Aware**

#### *Motion to grant approval to proceed with Project Aware application.*

Motion by Steve Black, second by Merri B Shumway.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

### **4. NYCP Letter of Support**

#### *Motion to accept the NYCP Grant.*

Motion by Nelson Yellowman, second by Lucille Cody.

Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody



***Motion to amend the motion by adding the phrase “and approve a Letter of Support.”***

Motion by Steve Black, second by Merri B Shumway.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

## **5. Land Trust Plans ~~2023-24~~2022-23.**

***Motion to accept the Land Trust Plans for 2022-23, with correcting clerical error on agenda.***

Motion by Merri B Shumway, second by Nelson Yellowman.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody

*\*correction made in title, above\**

## **6. SJSJ Capital Plan Next Steps**

*No motion.*

## **7. Building Use Policy 8220 & 8230**

*No motion.*

## **8. Policy 4316 Reporting Fraud and Abuse**

*No motion.*

## **9. 2022-2023 Staff Retention Stipend**

***Motion to approve a stipend of the greater of 1.5% or \$500 for regular employees as proposed by administration, paid for by ESSER funds.***

Motion by Steve Black, second by Merri B Shumway.

Final Resolution: Motion Carries

Yea: Nelson Yellowman, Merri B Shumway, Lori Maughan, Steve Black, Lucille Cody



L. Information Items

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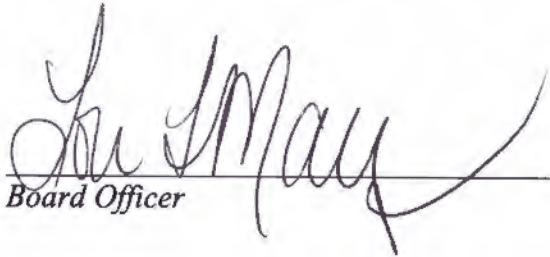
**1. Good Friday & Easter Break/Scheduled Snow Day – No School Friday  
April 15<sup>th</sup> and Monday, April 18<sup>th</sup>, 2022**

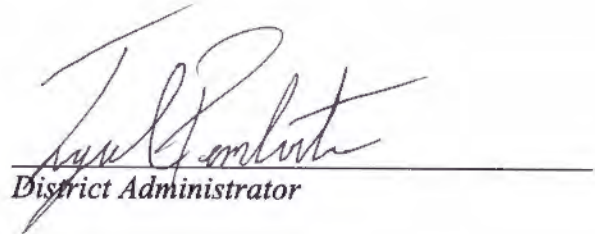
**2. Next Board Meeting May 11th, 2022 @NMHS/Virtual**

M. Adjournment

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**1. Adjournment**

  
Board Officer

  
District Administrator