

May 10 Board Meeting

Meeting Location: District Office and Virtual

Meeting Date: Wednesday, June 14, 2023

Members present

Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

Others present

Superintendent Ron Nielson, Business Administrator Tyrel Pemberton, Human Resource Director Laura Palmer, Christine Fitzgerald, Julie Holt, Eva Ewald, David Brown, Jeff Winget, Amanda Shupe

Meeting called to order at 3:00 PM

A. Approval of Agenda

1. Approve Agenda

Motion to Approve the Agenda.

Motion by Merri B Shumway, second by Colleen Benally.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

B. SJ Quest Update

1. Spotlight Report- District Admin Team- Ron Nielson- 3 min

Superintendent Nielson highlighted the District Administration Teams for their exemplary leadership and support to staff and faculty and for their professionalism. He expressed his appreciation and emphasized their value to the district organization. Board President Maughan reinforced Superintendent's comments on behalf of the Board.

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

1. CTE Update – Jeanna Grover – 10 min

General update of highlights of the program, as well as program additions and accomplishments, were given by Director Jeanna Grover.

Ms. Grover emphasized the positive impact on the graduation rate statistics for students who had a concentrated CTE emphasis. Post high-school placement rates are also very positive and the goal is to continue to increase the rate. A highlight of the program is that the increase of certifications across the board has been steady, and students can complete the course with a grade and a certificate simultaneously. In the 2022-23 school year 9 students qualified for National Competitions in CTE. Current goals include strategic planning for opportunity gaps in opportunities. The program also hopes to increase information publications to parents re: opportunities for students as well as increase the offerings of collaboration with industries and USU programs for post-high school.

2. Blanding Elementary School Land Trust Plan Amendment – Julie Holt – 5 min

Assistant Superintendent Julie Holt presented request from reallocate funds from the following categories into “contract services”. In addition, a previous amount from contract services of \$8,041.30 did not get paid from the 2021/2022 school year resulting in a withdrawal from the current 2022/2023 plan. The excess funds will be moved into contract services to fulfill the contract obligations for the current 2022/2023 school year in the amount of \$23,999.98.

3. Employee Negotiations Update 2023-24 – Laura Palmer – 5 min

Human Resources Director Laura Palmer shared the proposed Employee Negotiation Agreement for school year 2023-24. The proposal includes:

- Salary Level Increases (steps) and Continuing Education Advancement (lanes)
- Increase of \$4,200 (dependent upon salary schedule location this is the equivalent of 5.29%-8.78%) to each step on the licensed salary schedule for all qualifying licensed employees (see item 6 below)
- An Additional Salary Schedule Base Increase of 5.00% to the current licensed salary schedule (Items B & C provide an equivalent increase between 10.29%-13.78% for licensed employees)
- Salary Schedule Base Increase of 10.00% to the current classified and admin schedules
- Bus Driver salary schedule change from step 12 to step 16
- Activity Supervision Stipend of \$5,000 for HS Principals and Asst. Principals, \$2,500 for MS/Navajo Mountain Principal and Asst. Principal, \$1,000 for Elementary Principals and Asst. Principals

Further, the district agrees to maintain Utah Retirement System Employer Contributions, current insurance premiums and plans for eligible employees and the standard contract days of 183. It was also agreed that the district continue discussions to explore and recommend possible changes to the SJSJ Leave Policy.

Business Administrator Tyrel Pemberton noted that the change so not require additional additions to the district tax rate and all changes can be accomplished within the proposed Certified State Tax rate.

4. Policy 4132 Licensed Employee Sick Leave – Laura Palmer – 5 min

Policy 4132 was revised to add the provision that *Licensed and Administrative employees of the District in their first year of employment will be awarded their first year's sick leave accrual in total at the beginning of the year. After the first year of employment, sick leave shall be accrued on a monthly basis.*

The intent of this change was to allow newly hired Licensed and Administrative employees leave with pay, as opposed to leave without pay.

Superintendent Nielson noted that this is an added benefit to Licensed Employees and offers understanding to new employee needs as well as a competitive leave option, similar to other districts.

5. Preliminary Fiscal Year 2024 Budget – Ron Nielson & Tyrel Pemberton – 15 min

Superintendent Nielson and Business Administrator Tyrel Pemberton will present the proposed budget for the fiscal year 23. An official fiscal year 23 budget will be formally approved in the June 21st board meeting.

6. Capital Plan Follow-up - Tyrel Pemberton - 10 min

Proposals from Architectural firms should start arriving in early June. Mr. Pemberton requested 1-3 members of the board for input, without congregating a quorum.

Board Member Shumway suggested community members from the area of the Blanding Elementary School should reach out to Mr. Pemberton. Mr. Pemberton also noted that there would be a full stakeholder board organized by early June in preparation for commenting and reviewing the Architectural plans. Discussions are continuing with BDK for construction management.

7. Graduation Events Attendance Coordination – Ron Nielson – 10 min

Board Members discussed and identified graduation and promotion events they planned to attend at the end of the month to ensure each event has board representation.

8. Stakeholders Surveys – Ron Nielson – 5 min

Superintendent Nielson reviewed with the Board of Education the district's efforts to receive Stakeholder's Surveys for district teachers and administrators. Board members discussed their preferred method and time of year to distribute the surveys to gain optimal response and data. Board members were also advised they could take the opportunity to discuss the current results in more detail in Personnel Closed Session if needed.

It was recommended that for future surveys the district distribute future surveys after the middle of January, and submit results to the board in the February board meeting.

9. Update on RRLA Internet Project – Ron Nielson – 5 min

Superintendent Nielson will update the Board on efforts to secure permanent funding for our RRLA project, specifically for ongoing maintenance. He has been contacted by State School Board representatives to assist in seeking funding. A preliminary meeting with UETN, State Board representatives and district Technology Team and Administration. He noted that Senator Hinkins has voiced his support and intentions to draft a bill to secure funding for the district funding needs. The system has been able to reach over 400 homes, who prior to the RRLA did not have online access for academics.

10. Board Handbook Overview Discussion – Steve Black – 10 min

The Board Handbook was reviewed in the March meeting and suggestions were submitted to the Business Office for revisions. The few recommended changes have been made those changes and now proposed as an action item if the board approves of the changes and edits made as suggested.

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

1. La Sal Elementary School Report – Amanda Shupe – 10 min

Lead Teacher Amanda Shupe shared highlights from the academic year. She noted that 75% of kindergarten student are on or above level on the Spring Acadience DIBELS Assessments and 75% of first grade student will score on or above level on the Spring Acadience Math Assessments. She also noted that they held successful trauma informed approaches with all staff, with the assistance of the district Student Services and Nursing teams.

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

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

G. SJ-2 Recognition Awards

1. San Juan Sweet Job Award: MacNeal Crank

2. San Juan Sweet Job Award: Conan Benallie

H. Citizen Comments

1. Citizens' Comments

Rich Monson commented that the SJEA is grateful for all that the board does, and expressed appreciation to Superintendent Nielson. He stated in his time working with Superintendent Nielson, the superintendent has gone above and beyond to work with SJEA and support employees.

I. Closed Session (*at Board discretion, Closed Session may be moved*)

1. Purchase, exchange or lease of real property

2. Litigation

3. Personnel

Motion to go into Closed Session to discuss Personnel.

Motion by Steve Black, second by Nan Barton.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

J. Consent Agenda

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. School Land Trust Amendments

11. SJSD Revised School Spend Plans

12. Approval of all Consent Agenda Items

Motion to accept Consent Agenda.

Motion by Steve Black, second by Merri B Shumway.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

K. Possible Action Items

1. Capital Project Recommendations

No action

2. SJSD Board Handbook Revisions

Motion to edit wording under Agenda Development in the Board Handbook be changed to state that the Board Agenda be developed by the Board President with the assistance of the Superintendent.

Motion by Steve Black, second by Colleen Benally.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

3. Employee Negotiation

Motion to accept the proposed Employee Negotiation Agreement for the 2023-24 school year.

Motion by Nan Barton, second by Colleen Benally.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

4. Policy 4132 Licensed Employee Sick Leave

Motion to proposed changes to Policy 4132 Licensed Employee Sick Leave.

Motion by Colleen Benally, second by Nan Barton.

Final Resolution: Motion Carries

Yea: Merri B Shumway, Lori Maughan, Steve Black, Colleen Benally, Nan Barton

L. Information Items

1. Graduation Schedules

2. Last Day of School – May 26

3. Effective Teacher Bonus Award Presentations – May 15 – ARL 11am, MES & MHS 1pm

4. Governor Cox Visit to MHS – May 15 afternoon - *tentative*

5. Next Board Meeting June 21st, 2023 @DO/Virtual

M. Adjournment

1. Adjournment

Board Officer

District Administrator