

## **September 13 Board Meeting**

*Meeting Location: Bluff Elementary*

*Tuesday, September 13, 2016*

### **Members present**

Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

Others present

### **Meeting called to order at 5:24 PM**

Superintendent Lyman, Business Administrator Kyle Hosler, Ron Nielson, Lynette Johnson, Tony Done, Eva Workman, Barbara Silversmith

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

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### **1. Approval of Agenda**

*Motion to approve the agenda, noting time discrepancies.*

Motion by Merri B Shumway, second by Elsie A Dee.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

## **B. Board Work Session**

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### **1. Preliminary Enrollment Data and Staffing Ratios**

Ron Nielson presented the concerns regarding current enrollment in large classes and top concerns of low numbers in schools, noting that LaSal School, Tsebiinidzisgai Elementary School and Bluff Elementary School enrollments have all declined.

Debbie Christiansen commented on overall lower populations in many communities, and the difference of graduating class sizes vs. entering class sizes.

Bill Boyle presented the juxtaposition that LaSal has two full time teachers for nine students, and proposed the potential of having LaSal with a teacher + aide; then transferring the second teacher to Monticello Elementary School and take a 2nd class in 4th grade. Ron commented that there are currently 4 levels of curriculum in LaSal, so an aide may not be able to complete this. But it has been done before with a teacher + aide and it didn't seem catastrophic but it might not be ideal. The potential for nepotism concerns with such a transfer was also mentioned.

### **2. School Grades**

Superintendent Lyman shared the current School Grade presentation from the State Office of Education, noting that there is a pending grade curve that has yet to be applied to the final

results. Unfortunately, despite some progress within specific schools, the curve will probably negatively affect our schools attempting to progress from previous F grades. Superintendent Lyman added that he will be voicing our opinion of this adjustment and its negative impact on the progress schools are attempting to make.

Bill Boyle and Debbie Christiansen also commented on the frustrating aspects of the test and grade curve system, citing that it is detrimental to the students and moral of those working so hard to make improvements because it creates a larger hurdle for F schools.

### **3. ACT 2016 Five Year Trends**

Superintendent Lyman presented the current Senior Class ACT score results, taken by the Junior class at the end of the past school year. He summarized that there is a slight downward trend over the last couple of year and principals and counselors are being urged to make extra efforts regarding ACT preparation.

### **4. High School Graduation Dates**

A list of graduation dates for secondary schools was presented for Board Members to make plans to attend. Dr. Lyman also urged board members to communicate their plans to himself or Eva so we can be sure all graduation events can have district and board representation.

### **5. Capital Projects**

Kyle Hosler updated the group on the progress of the Montezuma Creek fuel tank installation. Resolution letters are being prepared in support of the District's pending gymnasium project at Montezuma Creek Elementary School, the hope is to begin the gymnasium project in conjunction with the new Bluff Elementary School and utilize the same contractor.

### **6. Architect Selection Process**

Kyle Hosler stated that the Bluff architect proposal is published and there has been interest shown. The time frame for interviewing and bidding will be dependent on the timeframe from the historical preservation office and other political entities. It was determined that in preparation it would be wise to move forward with collecting interested bids. The site preparation is tentatively scheduled to begin in early 2017, with construction tentatively in 2018.

### **7. Cost Estimate for New Bluff Elementary Construction**

Kyle Hosler informed the board of increasingly rising construction costs. When the two large pending projects of the Montezuma Creek Gymnasium and the Bluff Elementary School were presented, they were estimated at \$2 million and \$6 million respectively. With an expected rise of 25% in construction costs, those projects can be expected to be at \$3 million and \$8 million instead.

## **8. USBA Resolution related to the Bear's Ears Monument Proposal**

Board President Debbie Christiansen requested this item be brought to the board for discussion as it is a pressing topic throughout the county. Her intention was to be able to discuss and share information regarding the proposed monument and the USBA's published stance, as well as to make a statement, but only if agreed upon unanimously by the board.

Christiansen opened the discussion by stating that her main concern is in regard to the property tax money the district stands to lose in the wake of the monument, which would drastically change the financial outlook for funding our schools. Merri Shumway voiced her support of this opinion and her hope that constituents in all areas would see the potential financial ramifications of the monument designation.

Nelson Yellowman expressed his frustration regarding the Board participation in political issues. He felt it was distracting and unnecessary. Elsie voiced her support of this.

It was determined that the board remained divided on whether or not to participate or make a statement in the Bear's Ears Monument status and no official comment from the board, other than their neutral standing, would be publicly voiced.

## **9. Board & Superintendent Communication Protocol**

The Board and Superintendent discussed preferred protocols for timely communication between the two entities on issues regarding personnel, hiring procedures, major student issues, travel expectations and other large matters where board involvement is necessary.

## **10. Review Information from the Superintendent Entry Plan**

Superintendent Lyman reviewed his original plan upon hire with the board and the status of specific goal presented at the beginning of his contract. He shared plans for moving forward and a synopsis of his time with the district thus far, as it relates to the Entry Plan.

## **11. Employee Retention Incentive**

Superintendent Lyman referred to the agreement made by the Employee Association and the School District regarding an incentive payout stipulation and payout if the fund balance was over \$200,000. If the balance met this criteria, there would be a 1% payout to teachers. Unfortunately the fund balance did not reach this mark and would not be granted.

Instead, the Superintendent proposed that an incentive bonus be offered to all employees in lieu of the missed mark by the Employee Association. Further, his belief that a flat amount payout would be more fair, instead of a percentage payout, which certainly is more beneficial to those with larger salaries and less beneficial to those on the lesser salary scales. He also would like this to be specifically identified as an Employee Incentive and not a Bonus, as offering Bonus is illegal.

Dollar amounts of potential incentive payouts were considered and their impact on the fund balance available or potential emergencies. The discussion also continued regarding the expectation of paid incentives in future years and the impact on budget regarding more permanent salary increases and the risk of trading a temporary incentive payout, but not more long term benefits of salary increases.

Board Member Bill Boyle commented that the Employee Association did not meet their \$200,000 balance and the Board has an “out” on the incentive deal. Superintendent Lyman countered that by noting how close the fund was to meeting the goal, it would be a morale booster to allow the incentive payout, in the flat rate fashion across the board with the fund balance that is currently there, instead of denying it altogether.

Board Member Merri Shumway commented that her hesitation was the future implications on taking from the fund balance regularly and the prospect of being able to replenish the full amount or maintain a healthy account balance.

## C. Closed Session 6:50 p.m – 7:20 p.m.

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- 1. Personnel**
- 2. Land Review**
- 3. Litigation**

*Motion to go to Closed Session to discuss Personnel and Land Review. No Litigation items for Closed Session at this time.*

Motion by Nelson Yellowman, second by Merri Shumway.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

## D. Department Report - 3:15 p.m.

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### **1. Bluff Elementary School Report, Barbara Silversmith**

Principal Silversmith updated the group on the status of the turnaround school program with Catapult Learning, whom they began working with in January 2016. She presented school enrollment data and demographic impacts the population was facing. Below is a summary of her presented numbers.

Enrollment: 123 total; ELL 58%; McKinney 37%; Economically Disadvantaged 100%; SPED - IEP 13%; Native American 90%

She also noted that the current feeling of the community regarding the new Bluff School was divided and she hopes a resolution is found soon, as they all hopefully for a more updated facility for their students.

E. Break - 3:30 p.m.

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F. Public Session-Welcome and Recognition of Guests - 4:00 p.m. & 6:00 p.m.

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### **1. Citizens' Comments**

Anna Hart, a teacher from Bluff School who recently resigned from teaching 2nd grade teacher addressed reasons for resignation, as well as presented concerns regarding her frustrations in current teaching atmosphere in the school.

Jimmy Charles discussed his opinion regarding the Bear's Ears political situation, the Bluff School site concerns, then thanked the Board for their efforts.

Tara Benally expressed concerns regarding the after school program at Bluff and it's delay in starting. The Board noted that while it is complimentary that the entire district is attempting to model the Bluff Program's success, it is causing a delay in starting the program district wide and thanked the group at Bluff for their model program as well as patience in starting the new year.

G. Consent Agenda

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- 1. Minutes**
- 2. Revenue Reports**
- 3. Expenditure Reports**
- 4. School Expenditure Reports**
- 5. Board Travel Reports**
- 6. Personnel Report(s) and Information**
- 7. Home School Requests**
- 8. Student Hearings**
- 9. Approval of all Consent Agenda Items**

*Motion to approve the consent agenda.*

Motion by Nelson Yellowman, second by Elsie A Dee.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

## H. Action Items

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### 1. Review of 2016-17 and 2017-18 Calendars

*No action taken.*

*It was determined that the 2017-18 Calendar has already been approved and that the upcoming board would be the better group to determine the 2018-19 Calendar as there will be different governing board members at that time.*

### 2. Move the Board Meeting in November from the 8th to the 15th

*Motion to move the November Board Meeting from the 8th to the 15th.*

Motion by Merri B Shumway, second by Bill Boyle.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

### 3. Parent Involvement Policy--Second Reading

*Motion to pass the Parent Involvement Policy on a 2nd reading and final reading.*

Motion by Bill Boyle, second by Nelson Yellowman.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

### 4. Employee Retention Incentive

*No action taken.*

*Board Members opted to defer this item out of the context of the Teacher Association deal, and in the context of Employee Retention outside of the Teacher item.*

## I. Discussion Items

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### 1. Board Travel & Updates

Fall Regional Meeting for USBA will be held on Thursday, September 29<sup>th</sup> in Moab.

Merri Shumway and Debbie Christiansen will be attending NAFIS; itineraries, agendas and dignitary meeting times will be emailed from Eva once confirmed.

NIISA meeting attendance was discussed, and reservations will be made upon Board Member's request. The meeting is held December 5-6, 2016 in Las Vegas, Nevada.

The Board also discussed possible attendance at NSBA in Denver, Colorado March 25-27, 2017.

## **2. Active Shooter Response Training**

Superintendent Lyman and Elsie Dee plan to attend the training at Montezuma Creek Clinic on September 29<sup>th</sup>.

## **3. Next Board Meeting**

Discussion was held regarding the architect interview process.

### **Next board meeting:**

**Tuesday, October 18<sup>th</sup>, District Office.**

Department Presentations scheduled from Blanding Elementary School, Food Services.

## **J. Adjournment**

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### **1. Adjournment**

#### *Motion to adjourn.*

Motion by Bill Boyle, second by Nelson Yellowman.

Final Resolution: Motion Carries

Yea: Elsie A Dee, Debbie Christiansen, Nelson Yellowman, Bill Boyle, Merri B Shumway

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*Board Officer*

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*District Administrator*