

The May 2019 meeting of the Emery County School District Board of Education, held at Emery High School, was called to order at 6:30 pm by Board President Tracey Johnson. Other Board members present were Vice-President Marie Johnson, Kenzi Guymon, Royd Hatt, and Jessy Johansen. Student member Connor Cramer was absent. Superintendent Larry Davis and Business Administrator Jared Black were also present.

**Work Session:** The following items were discussed during the work session

- 1) Association Meeting Report: No meeting was held since the last school board meeting.
- 2) Staff Hiring Policy: Superintendent Davis reported that he spoke with an attorney from State Risk Management who indicated that giving preference in hiring to existing employees is legal and very common. He recommended that we eliminate the policy language giving preference to persons living in Emery County. The current version that will be presented for approval in the regular meeting includes these recommendations.
- 3) Superintendent Evaluation Questions: Board members discussed having different survey questions for the school board to answer and for administrators, teachers, and staff to answer. It is important that the questions are pertinent to the working relationship of each of those groups with the Superintendent. Board members will give additional feedback to President Johnson who will finalize the questions and work with USBA to develop the surveys.
- 4) Board members indicated that the 13<sup>th</sup> or 14<sup>th</sup> of May would be good options for having follow up training on community reinvestment. Mr. Black will work with Stuart Clason to schedule this training.

**Regular Meeting:** At 7:00 pm, President Johnson called the regular meeting to order, welcomed all in attendance and led the audience in reciting the Pledge of Allegiance.

**Board Action Item (C1):** Board members considered the warrants, minutes of the April 2019 meeting, and financial reports for April 2019. A motion was made by Marie Johnson and seconded by Jessy Johansen to approve the warrants, minutes and financial reports, as presented. The motion passed unanimously.

**Board Action Item (C2):** Superintendent Davis recommended to the Board that the following individuals be approved for the positions indicated:

- |                      |                          |                   |
|----------------------|--------------------------|-------------------|
| • Korie Bouldin      | Administrative Secretary | District Office   |
| • JR Jones           | Elementary Supervisor    | District Office   |
| • Yvonne Jensen      | Secondary Supervisor     | District Office   |
| • Juanita McCandless | SFS Worker               | Ferron Elementary |

Royd Hatt motioned to approve the hiring recommendations as presented. The motion was seconded by Marie Johnson and passed unanimously. All hiring approvals are subject to the completion and review of a background check.

**Board Action Item (C3):** President Johnson presented a revision of Policy GEF—Staff Hiring for approval, following several previous discussions related to this policy. A motion was made by Royd Hatt to approve the amended policy. Marie Johnson seconded the motion and it passed unanimously.

Technology Director Doug Johnson presented five policy revisions for approval. He explained that the updates include minor wording changes required by recent legislation or State Board rules.

- IJND—Employee or Visitor Network Acceptable Use Agreement
- IJNDA—Student Network Acceptable Use Agreement
- IJNDB—Bring Your Own Technology
- IJNDCB—Internet Safety
- JICJ—Electronic Communication Device Use by Students & Visitors

A motion was made by Kenzi Guymon to approve the amended policies as presented. The motion was seconded by Jessy Johansen and passed by unanimous vote.

**Board Action Item (C4):** Superintendent Davis discussed the TSSA framework being proposed. The TSSA provides funding to the District and to schools. The framework is a general plan for the use of this funding. The Board met recently to discuss and develop the framework. Seven Principals were also in attendance at this meeting. Critical needs that were identified as priorities for TSSA funding include literacy, social & emotional student support, and academic supports.

For the Emery School District, the TSSA allows for between 0% and 40% of funding to be used to supplement base salaries for classroom employees. During this recent meeting, Board members chose to approve 30% for base salaries, leaving 70% for the critical needs previously identified. The basis of this decision was to show support for classroom employees and also allow funding for important needs in the District.

Courtney Justice, representing the Emery Education Association, commented that teachers feel disrespected by the decision to provide 30% of TSSA funding for salaries when 40% is an option. Other teachers asked questions and offered supplementary comments.

Board members responded that they understand and appreciate the feelings expressed by teachers and that the decision to approve 30% for salaries was intended to show respect to our classroom employees while at the same time allowing funds for critical needs. They explained that the TSSA funding is tied to measures of academic improvement, so there is a responsibility to provide a framework that allows for resources that will lead to improvements.

Several teachers in attendance expressed that, in their opinion, the best way to improve academic achievement is to have teachers who feel satisfied and appreciated in their employment.

Member Marie Johnson indicated that if the perception is that approving 30% of TSSA funding for base salaries is disrespectful, even though that is the exact opposite of the intention the school board had when making that decision, it is worth changing the framework to allow for 40%. Royd Hatt noted his agreement with this and motioned to approve the TSSA framework, amended to allow for 40% of the funding to be used for base salaries. Jessy Johansen seconded the motion and it passed unanimously.

**Board Action Item (C5):** Superintendent Davis presented highlights of the School Land Trust plans submitted by each school. He noted that these plans are developed by school administration and school community councils, but

also require approval of the Board of Education. All plans have a component of literacy. Following brief discussion regarding the plans, Kenzi Guymon motioned to approve the Landtrust Plans as presented. Marie Johnson seconded the motion and it passed unanimously.

**Board Action Item (C6):** Mr. Black presented four capital improvement projects to the Board of Education for approval.

**Roofing Improvements (Castle Dale Elementary School)**

Advanced Roofing  
\$40,982

**Fire Alarm Systems (Castle Dale Elementary, Cottonwood Elementary, San Rafael Middle)**

Convergint  
\$230,487

Protek Fire & Systems  
\$289,100

PSS Controls  
\$120,800

**Gym Floor Resurfacing (All Secondary Schools)**

Croft-Beck Floors  
\$80,135

David R. Tidwell  
\$87,556

Wayne Norman Construction  
\$65,311

**Entryway Security (Castle Dale Elementary, Cleveland Elementary, Cottonwood Elementary, San Rafael Middle)**

Superior Security Services  
\$115,145

Mr. Black recommended awarding this project to the low bidder for each project, indicated above as the option in bold for each project. Royd Hatt made a motion to approve the four recommended bids as presented. Kenzi Guymon seconded the motion and it passed unanimously.

**Report Item (D1):** Principal Steven Gordon welcomed those in attendance to Emery High School. He reported that 35 students from EHS have qualified for Academic All-State recognition this year. He discussed the follow-up and improvement efforts that will be ongoing following the recent accreditation process. He acknowledged 3 students who recently won a medical competition and received \$500 scholarships. He added that technology continues to be integrated more into the classroom. Nearly 300 chromebooks are being used throughout the school.

Mr. Gordon reviewed some of the achievements of the Emery High athletic and extracurricular teams. Of note, the FFA milk quality team recently won the state competition and is qualified for the national competition in October. At the recent Sterling Scholar competition, EHS was well represented with one winner and seven runners-up. He also reported that end of year testing has gone well and is nearing completion. Students have generally reported a better experience with the new testing system. Mr. Gordon thanked the Board of Education for their support.

EHS teacher Josh White discussed plans for replacing the “E” on the road near the high school. Significant planning and efforts have been made over the last two years, and the new “E” is now being constructed and will look great. Member Marie Johnson asked how the School Board can help recognize sterling scholars better. One suggestion was a personal note written to each awarded student. EHS counselor Darline DeBry invited Board members to the upcoming scholarship & recognition evening at EHS.

President Johnson thanked Principal Gordon and his faculty for their efforts and reports.

**Report Item (D2):** Superintendent Larry Davis recognized the business office for receiving recognition from the Government Finance Officers Association for financial reporting. He is proud of the students who recently won the medical competition—adding that it speaks to the advancement of our CTE programs. He noted that May 8<sup>th</sup> is national school nurse day and expressed his appreciation for our nurse, Lori Tuttle. He asked Board members about commencement exercises and it was decided that Jessy, Kenzi and Royd will attend commencement at Green River High School with Tracey and Marie attending at Emery High School.

Superintendent Davis reported that the Juvenile Justice committee recently met with Judge Bunnell. He expressed his support of what our District is trying to do as well as his concerns with the current law, which are similar concerns to those felt by our administrators. President Johnson thanked Superintendent Davis for his report.

**Public Comments (E):** No public comments were given.

**Closed Meeting (F):** At 8:30 pm., a motion was made by Marie Johnson and seconded by Jessy Johansen to move to a closed meeting for the purpose of discussion related to the character, professional competence, or physical or mental health of an individual, and for a strategy session to discuss collective bargaining.

Member voting on this motion was as follows:

- Tracey Johnson           Aye
- Marie Johnson           Aye
- Kenzi Guymon           Aye
- Royd Hatt                Aye
- Jessy Johansen         Aye

### Certification of Closed Executive Session (Utah Code 52-4-206)

The closed meeting was held in the library at Emery High School on Wednesday, May 1<sup>st</sup>, 2019, beginning at 8:40 pm. All five Board members were present for the closed meeting, as were Superintendent Larry Davis and Business Administrator Jared Black. The closed meeting finished at 10:23 pm. A recording of the meeting was made and will be kept on file by the District.

**Adjournment (G):** Upon reconvening to the regular meeting, a motion was made by Royd Hatt and seconded by Marie Johnson to adjourn. The motion passed unanimously, and the meeting adjourned at 10:23 pm.