



APPROVED

## DECEMBER 2014 BOARD MEETING MINUTES

The regular board meeting of the Piute County School District Board of Education was held on **December 16th, 2014** at the Piute County Commission Chambers in Junction, Utah. Vice-President Erin Jensen called the meeting to order at 4:07 p.m. Present were Marty Morgan, Erin Jensen, Joyce Sudweeks and Rickey Dalton. Also present were Superintendent Shane Erickson, Business Administrator Koby Willis, IT Director Paul James. Guests at the meeting were Holly Nowers, Terecea Westwood, Eugene King, Janetta Dalton, Kennedy Sylvester, Matt Whittaker, Jim Porter, Scott Burns, Patrick Tanner.

Work Meeting

- The quarterly finance and internal audit committee meeting was held at 3:30 p.m.

### I. Opening Remarks

Opening remarks were by Erin Jensen.

- Vice-President Erin Jensen welcomed everyone to Board Meeting.

### II. Public Hearing

#### A. Citizen Dialog

- None

### III. Discussion Items

#### A. Retirement Incentive Policy

- Policy #2053 outlines incentives employees can apply for at retirement. These benefits include leave days payout, and an insurance supplement for up to three years. For employees hired before July 1, 1990 this policy provides up to couple insurance for three years at the current rate. The policy has included an option for employees hired after July 1, 1990 to have this benefit paid out to a 401k. Utah Retirement Systems has informed the school district that the 401k option is not a qualified employer contribution. The leave portion of this policy is also outlined in policy #2047 Staff Leave Policy.
- Koby Willis recommended that the leave portion of Policy #2053 be removed as a housekeeping item and that the 401k option be removed to conform with IRS and URS guidelines. Leave would continue to be paid out, but it would no longer be listed in two separate policies.

#### B. Board Compensation

- Koby Willis discussed current practices for board compensation including travel per diems and time compensation for extra meetings. Koby explained that there is a policy, a contract, or
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a record in board minutes for all regular employee compensation, but there isn't for board member compensation. It was recommended a board compensation policy be presented at the January board meeting. Koby asked how compensation should be conducted until a policy is enacted. The board indicated that it should follow the previously established practices until a new policy can be reviewed and approved.

### **C. Coaching/Club Stipend Proposal**

- Currently coaches that are teachers receive a significantly lower coaching stipend than coaches that aren't teachers. There are also many disparities between stipends for different sports. Koby outlined the current system for coaching stipends and then proposed a more organized approach that provides more equity between different sports and different coaches. The board favored the idea of reorganizing coaching stipends, but wanted more time to research best practices. The discussion was tabled for future meetings.

## **V. Action Items**

### **A. Approval of Board Minutes and Vouchers**

- Motion was made by Rickey Dalton to approve the minutes of the November 2014 Board Meeting, the November payrolls, and district vouchers #3099 - #3215. Seconded by Marty Morgan.
- Rickey Dalton voted Aye, Marty Morgan voted Aye, Joyce Sudweeks voted Aye, Erin Jensen voted Aye. Motion carried.

### **B. Ratification of Board Decision on Employee Grievance**

- Motion was made by Rickey Dalton to ratify the action, that it was in accordance to board policy, denying the grievance of Ms. Dalton and ratify the written decision. Seconded by Joyce Sudweeks.
- Rickey Dalton voted Aye, Marty Morgan voted Aye, Joyce Sudweeks voted Aye, Erin Jensen voted Aye. Motion carried.

### **C. Policy #2053 Early Retirement Incentives**

- Motion was made by Joyce Sudweeks to remove the 401k option and leave payout information from Policy #2053. Seconded by Rickey Dalton.
- Rickey Dalton voted Aye, Marty Morgan voted Aye, Joyce Sudweeks voted Aye, Erin Jensen voted Aye. Motion carried.

## **VI. Information Items:**

**A. REAP Grant Update** - Piute County School District has once again received the REAP or Rural Schools Achievement Grant. This grant can be used to supplement the Federal ESEA programs such as Title I, Title IIA, and Title IC.

**B. CES Trust Lands Plan Review** - Tabled to January Meeting

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**C. SAGE Testing/School Grading Update** - SAGE scores and school grades have been released to the public. Kennedy Sylvester discussed some of the results and how they compare to other schools in the area. Kennedy Sylvester also discussed the SAGE Formative tests. These are practice tests that can help prepare students for the new test delivery system. Piute High School received a D grade this year as compared to a B last year. Similar dramatic falls were noticed by the elementary schools. The method for determining school grades has been changed and many of the grading areas are still unknown. Principals and teachers feel that their students did just as well or better in testing, a major component in the problem is the change in the grading system.

**D. Utah Governor Visit** - Superintendent Erickson has requested that the Utah governor visit Piute county schools to see some of the new programs and speak to students. This visit will most likely take place in early spring 2015.

- Motion was made Joyce Sudweeks to adjourn the December 16, 2014 meeting of the Piute School District Board of Education. Seconded by Marty Morgan.
- Rickey Dalton voted Aye, Marty Morgan voted Aye, Joyce Sudweeks voted Aye, Erin Jensen voted Aye. Motion carried.
- Meeting Adjourned **5:42 p.m.**

