

**MILLARD SCHOOL DISTRICT
DELTA, UTAH**

Following are the minutes of the Board of Education meeting held November 12, 2020 at the District Office, Delta, Utah.

Meeting convened at 1:00 p.m.

The President of the Board called the meeting to order at 1:00 p.m. The Business Administrator was directed to call the roll which indicated the Board Members shown below were present. The President stated that the meeting was a regularly called meeting and that notice of the time, place, and agenda of the meeting had been posted to Utah Public Notice website, the Millard School District Webpage, found under BoardDocs. The local news media, each member of the governing body, the Millard County Commission Chair and the mayor of each incorporated city within Millard County, have been notified of where the electronic notice and agenda can be found within BoardDocs with a copy being evidenced by a true and correct copy thereof being attached thereto. Exhibit #11.

Call to Order

Members in attendance: Todd E. Holt, President
David E. Lund, Vice-President - Absent
Joyce C. Barney, Member
Adam R. Britt, Member
Gordon L. Rawlinson, Member
David V. Styler, Superintendent
Keith T. Griffiths, Business Administrator

Members in Attendance

Opportunity was given to any public present to offer an opening reverence.

Opening Reverence: Adam R. Britt

Pledge of Allegiance: Adam R. Britt

Prior to the Board of Education meeting, the Members of the Board met in a Board Work Session, in which the following items were reviewed and discussed:

Board of Education Work Session

1. Review and Discuss Action Items
2. Review of Policies

Review of Policies

New Employee Incentive and Retirement Benefit
Millard School District Policy - File Code: 4016
Second Reading

3. Report of Election Results
4. Millard High School Honored as Utah State 2-A Academic Champions for Fall Season
5. Millard High School Cross County Video
6. Millard School District COVID-19 Report and Quarantine Status
7. Winter Activities

Member Britt made a motion to go into Closed Executive Session to review and discuss the character and professional competence of individuals, or physical or mental health of an individual (personnel assignments, concerns, and staffing for 2020-2021 school year), and discussion of contract negotiations (strategy session to discuss collective bargaining, as provided for in Utah Code: 52-4-205(1)(a), seconded by Member Rawlinson, with the voting as follows: Closed Executive Session

Member Britt	Aye
Member Rawlinson	Aye
Member Barney	Aye
Member Holt	Aye

Member Barney made a motion to return the meeting to a Regular Session, seconded by Member Rawlinson, with the voting as follows: Regular Session

Member Barney	Aye
Member Rawlinson	Aye
Member Britt	Aye
Member Holt	Aye

Time of the Closed Executive Session was from 1:05 p.m. to 1:50 p.m. Time

I, Todd E. Holt, President of the Millard School Board of Education, certify and swear that the purpose of the above Closed Executive Session was to review and discuss the character and professional competence of individuals, or physical or mental health of an individual (personnel assignments, concerns, and staffing for the 2020-2021 school year), and discussion of contract negotiations (strategy session to discuss collective bargaining), as provided for in Utah Code: 52-4-205(1)(a). Certification

Todd E. Holt, President

Keith T. Griffiths, Business Administrator

Minutes Minutes

Approval of the minutes for the October 15, 2020 Board of Education was deferred until the December Board of Education meeting, as the Members of the Board did not have access to the minutes for review.

Board President's Report Board President's Report

None

Superintendent Styler's Report Superintendent Styler's Report

Superintendent Styler reported on a discussion with a representative from CentraCom regarding getting better internet in the outlying communities. CentraCom is currently looking at running a truck line from Fillmore to Kanosh, with a hub for Meadow.

The future plan is to run a fiber line to Oak City, however, this is not in the near future. He did indicate that if District would commit some of the CARES funding, there would be a possibility of getting some wireless access into Oak City.

Business Administrator Report

BA Report

1. Information of payment for School Resource Officers from other school districts.
2. CARES Funding from Town of Oak City
3. CARES Funding from Town of Meadow
4. CARES Funding from Millard County

Consent Items

Consent Items

The following Consent Items were presented to the Members of the Board for review and consideration:

Payment of Bills / Approval of Financial Reports

Payment of Bills / Approval Financial Reports

Payment of bills from check #020458 to check #020603, inclusive, Zions First National Bank, along with the financial reports from General Accounts, Exhibit #12.

Substitute Teachers

Substitute Teachers

Erika Finlinson (Oak City)	Mike Lovell (Leamington)
Samantha Hathaway (Abraham)	

Each of these individuals have completed the SubInstructor On-Line program and have passed a current background check and TB Test

Recommended for approval.

In-State Residency Requests

In-State Residency Requests

Student Name:	Joslyn (Josie) Wright
Parents' Name:	Gavin and Dani Wright
Guardian Name:	Barbara Dafoe
School / Grade:	Delta High School / 10th grade

Recommended for approval.

Student Name:	Stetson Prows
Parents' Name:	Troy Prows
Guardian Name:	Sharon Prows
School / Grade:	Fillmore Elementary School / Kindergarten

Recommended for approval.

Out-of-State Residency Request

Out-of-State Residency Request

Student Name:	Kayla Calvert
Parents' Name:	Elaine Calvert
Guardian Name:	Amy Priest
School / Grade:	Delta High School / 11th grade

Recommended for approval.

Personnel Items:

Personnel Items

Letters of Resignation

Letters of Resignation

Sarah Anderson - Instructional Assistant at Millard High School
Shane Rowley - Boys' Head Track Coach at Delta High School

Recommendations for Instructional Assistants

Instructional Assistants

Delta North Elementary School

Pam Hathaway - Title 1 / 5.75 hours
Alyce Orozco - Sp Ed / 5.75 hours

Delta South Elementary School

Mindy Wilson - Sp Ed / 5.75 hours

Delta High School

Mary Christensen - Sp Ed / 5.75 hours

Millard High School

Taylor Jesienouski - Sp Ed / 5.75 hours

Recommendations for AmeriCorps Volunteers

AmeriCorp Volunteers

Delta North Elementary School

Stephen Padron

Delta High School

Sandy Dutson

Recommendation for Millard School District Maintenance Specialist

Maintenance Specialist

Zach Bryan

Recommendation for Millard School District Transportation Mechanic

Mechanic

Cory Boyden

Member Britt made a motion to approve and accept the Consent Items, as listed above, seconded by Member Barney and carried unanimously by the Members of the Board.

Information Items

1. Utah School Boards Association
2020 New Board Member Workshop
Nebo School District
December 5, 2020

USBA New Board
Member Work-
shop

Superintendent Styler and Board Vice- President, David E. Lund, will be making a presentation.

Congratulations were expressed to Jennifer (Jenni) Finlinson who was elected to the Millard School District Board of Education.
An invitation was given to Jenni to attend this workshop.

2. Southwest Educational Development Center (SEDC)
SEDC Legislative Luncheon
Washington School District Offices
121 West Tabernacle
St. George, Utah 84770
Wednesday: December 9, 2020 at 12:00 p.m.

SEDC Legislative
Luncheon

All Board Members were encouraged to attend.

Action Items

Policy Approval

Policy Approval

Member Barney made a motion to approve the following policy:

New Employee Incentive and Retirement Incentive Millard School District Policy - File Code: 4016

Motion was seconded by Member Rawlinson and carried unanimously by the Members of the Board.

Employee Request for Additional Sick Leave

Request for Addi-
tional Sick Leave

Emeri Wardle, who is a teacher at Delta North Elementary School, requested an extended Leave-of-Absence for the birth of her child. Mrs. Wardle is requesting leave from after Spring Break (April 3rd) for the remainder of the school year and returning for the 2021-2022 school year.

Her doctor suggested 7-8 weeks of recovery and bonding time with her baby after her delivery, recommending that she does not return for the current school year.

Mrs. Wardle requested that, if possible, to have a continuing payment or even partial payment during this time.

Member Rawlinson made a motion to approve an unpaid extended Leave-of-Absence for Emeri Wardle from Spring Break 2021 until the end of the 2020-2021 school year, with a partial continued payment for earned days prior to taking the leave-of-absence, seconded by Member Barney and carried unanimously by the Members of the Board.

As part of the Millard School District Classified Employees Negotiated Agreement for the 2020-2021 school year, the Millard School District agreed that during the 2020-2021 school year to gather information and study the hourly rate for school food service employees.

A survey was conducted of several rural school districts (eighteen) that have similar demographics as those of the Millard School District. This survey concluded that the Millard School District's hourly rate of pay for instructional assistants, food service workers (currently on Lane 1), and custodial workers (currently Lane 3) were substantial below the average of the school districts who were surveyed.

As a result of this information, the following adjustments were proposed to the placement of employee groups on the Millard School District Classified Salary Schedule, to be effective with the December 1, 2020 payroll, which would be for the payroll period October 16, 2020 to November 15, 2020 and carried forwarded for the remainder of the 2020-2021 school year.

1. Millard School District Classified Salary Schedule would remain unchanged for the 2020-2021 school.
2. Those instructional assistants and school food service workers currently being paid in Lane 1 will be moved to Lane 2, with starting pay for Lane 2 Step 1 would be \$12.50.
3. Those instructional assistants who may work with severely disabled students and who have been paid on Lane 2 for the hours worked, will have \$1.00 per hour added to their hourly rate when working with severely disabled students.
4. The two individuals who are currently being paid on Lane 2, will be moved to Lane 3.
5. Custodial employees who are currently being paid on Lane 3, will be moved to Lane 4.
6. All other classes of Millard School District Classified Employees will remain on their current lane assignment.
7. Step adjustments will be to more equalized the experience adjustments as follows: Step 4 at ten years, Step 5 at fifteen years, Step 6 at twenty years, Step 7 at twenty-five, and the longevity step.
8. For the 2021-2022 school year, the Millard School District will have Lane 1 removed and all lanes will move back one lane, with the Millard School District Classified Salary schedule having Lanes 1 through 9 from the current Lanes 1 through 10.
9. Those classified employees not receiving any increase in their hourly rate will be given a one-time two (2) percent bonus with the December 1, 2020 payroll.
10. With the beginning Lane 1 of the Millard School District Classified Salary schedule being higher than it is currently, additional adjustments may be needed for the 2021-2022 Millard School Classified Salary Schedule, depending upon funding available.
11. Future adjustments to the Millard School District Classified Salary Schedule will be made after conducting and reviewing the average hourly rate of the other school district surveyed.

Member Britt made a motion to approve the adjustments to the Millard School District Classified Employees placement on Millard School District Classified Salary Schedule for the 2020-2021 school year, as listed above, seconded by Member Rawlinson and carried unanimously by the Members of the Board.

Consideration of Revised Millard School District Professional Salary Schedule

Revised MSD Professional Salary Schedule

In a review of the summary of the negotiated agreements provided by the Utah Society of School Superintendents and the Utah School Boards Association, it showed that Millard School District was low in comparison for beginning teachers salaries. As with the study of the classified salary schedules from selected districts, it also showed the Millard School District to be low for the beginning teacher salary.

The following adjustments were suggested for consideration for the Millard School Professional Salary Schedule, effective with the December 1, 2020 payroll:

1. The salary for beginning teachers will be \$44,000 for Step 1 through Step 4, with Step 5 becoming the Step for the indexing to begin for the awarding of years of experience.
2. The Millard School District will eliminate the new employee incentive that gave \$1,500 after successful completion of their second year of teaching and \$2,500 after successful completion of their third year of teaching. This is Millard School District Policy - File Code: 4016
3. Average adjustment for those teachers on Step 5 and higher will be approximately .62% for the 2020-2021 school year and result in a higher base salary for beginning negotiations for the 2021-2022 school year.
4. For those professional educators, who are administrators, they will be given a one (1) percent one-time only bonus with the December 1, 2020 payroll.

Member Rawlinson made a motion to approve the adjustments to the Millard School District Professional Salary Schedule, effective with the December 1, 2020 payroll, as listed above, seconded by Member Barney and carried unanimously by the Members of the Board.

Consideration of Addendum to Contract for Superintendent Styler

Contract Addendum for Superintendent David V. Styler

Discussion and review was held on consideration of an addendum to the current contract for Superintendent David V. Styler. This addendum adds continuing health insurance upon retirement for Superintendent Styler and adds post-retirement eligibility for spouse, and dependents until Medicare eligible.

Member Barney made a motion to approve Superintendent Styler’s Compensation Addendum, as explained above, seconded by Member Britt and carried unanimously by the Members of the Board.

Honoring Excellence

Honoring Excellence - Postponed

1. Mayor Shim Callister of Town of Oak City
2. Principal Derrick Dearden of Millard High School
3. Coach Cody Moat of Millard High School Cross-Country
4. Mr. Kelly Ball of Delta High School Band.

Because of government order and concerns with social gatherings, the Honoring of Excellence for these individuals listed above, will be postponed until restrictions are eased.

Communications for Board Members:

Communications
for Board Mem-
bers

1. Thank you letter from Mr. Jared Christensen for the opportunity and financial support for him obtaining a Master's Degree in Chemistry.

1. School Newsletters:

- a. Delta South Elementary School's - "Bunny Bulletin"
November 2020
- b. Delta North Elementary School's "Bulldog Bulletin"
November 2020
- c. Fillmore Elementary School's "Chipmunk Chat"
November 2020
- d. Delta Middle School's November 2020 Newsletter
- e. Fillmore Middle School's November 2020 Newsletter

Public Comment

Public Comment

None

Board Member Comments

Board Member
Comments

1. Member Britt extended a welcome to Jenni Finlinson, as she will be joining the Board of Education in January 2021. Member Britt suggested that she will find joy in serving as a member of the Board of Education.

Member Britt expressed his appreciation for the efforts on the teachers, staff, and students in facing the challenges of this school year, as the Millard School District remains in face-to-face instruction. The instruction model worked out by District administration is working well.

2. Member Rawlinson expressed his appreciation of the efforts of the Delta High School custodial staff in dealing with weeds (goat heads) around the Delta High School baseball and softball fields.

Member Rawlinson congratulated the Delta High School Band and its success with winning the Utah State 3-A Championship. This takes great leadership from Mr. Kelly Ball, Band Director. He expressed appreciation for the band members and support of their parents.

Member Rawlinson expressed thanks and appreciation of the efforts and work done and going on by the teachers, staff, and parents for the Millard School District to be able to continue with face-to-face instruction.

3. Member Barney seconded the things said by Members Britt and Rawlinson, with her gratitude for the success so far for the 2020-2021 school year. It takes everyone to move the educational opportunities forward.

Member Barney welcomed Jenni Finlinson, as well as expressing thanks for Member Rawlinson for his service on the Millard School District Board of Education. Member Rawlinson will be honored in the December Board of Education meeting for his four years of service.

4. Member Holt welcomed Jenni Finlinson to serve on the Millard School District Board of Education. He believes that Mrs. Finlinson will bring a new perspective to the Board with having students in the school system. Mrs. Finlinson has students attending Delta North Elementary School, Delta Middle School, and Delta High School.

Member Holt expressed appreciation for the work ethic of the teachers and staff for their commitment to providing a quality education for the students of the Millard School District. He believes that our children are in good hands.

5. Superintendent Styler welcomed Jenni Finlinson as a new member of the Millard School District Board of Education. Superintendent Styler believes that the Members of the Board have the very best interest of the students in providing a quality education.

Superintendent Styler expressed thanks and appreciation for the addendum that was approved for his contract of employment.

The next regular scheduled meeting of the Millard School District Board of Education will be held on Thursday, December 10, 2020, at 1:00 p.m., at the District Office, 285 East 450 North, Delta, Utah.

Next meeting

Meeting adjourned at 2:30 p.m.

Attest:

Signed: _____ Signed: _____
President Business Administrator