

# TINTIC SCHOOL DISTRICT BOARD OF EDUCATION MINUTES – MARCH 2021 MEETING

Date: March 15, 2021  
Time: 4:00 p.m.  
Location: Tintic School District Offices  
Eureka, Utah

The meeting of the Tintic Board of Education was called to order by President Boswell at 4:00 p.m. President Boswell instructed the Business Administrator to call the roll which indicated the following Board members were in attendance:

<u>Members Present:</u>	Janice Boswell	President
	Ryan Despain	Member
	Jordan Grimstead	Member
	Heather Young	Member
	Jeana Rowley	Member
	Greg Thornock	Superintendent
	Jeremy Snell	Business Administrator

## Work Session

### **Mr. Deric Everitt, Manufacturing Class**

Mr. Deric Everitt, Tintic High School teacher, explained his manufacturing class and that the students are learning to manufacture, market, and sell a product. Mr. Everitt presented two students who displayed cutting boards made in class and addressed how they made them. Mr. Everitt reported that the students are going to produce either the cutting boards or a corn hole game to sell and the money raised would go to the senior class fund.

### **Consent Agenda Review**

There were no questions or discussion regarding the personnel report or minutes.

Mr. Jeremy Snell, Business Administrator, discussed various warrants from the February check register. Member Young asked if Infinite Campus allowed online payments of school fees. Superintendent Thornock stated that it is up and running. President Boswell asked if the Special Education program has been using the van that was purchased. Mr. Snell stated that the program has been using it since the previous week after he obtained the new license plates.

### **Communications from Board Members**

Member Despain expressed his appreciation for Mr. Everitt and his versatility in his efforts with his different classes. Member Despain reported the Tintic High School Wrestling team won an award for having the highest GPA in the 1A Wrestling Division and congratulated the team.

Member Rowley reported her experience in participating virtually in the Read Across America program with the West Desert Elementary students as well as that she attended a Community Council meeting and expressed appreciation to Mrs. Kramer for explaining the process and answering questions. Member Rowley asked if the Tintic High School play will be live streamed. Superintendent Thornock stated that due to copyright issues the play will not be live streamed, but that it will be recorded and DVDs available for purchase.

Member Grimstead reported he attended a Community Council meeting and that he would like to observe classes to show support and not to create a feeling of micromanaging or knit-picking. Member Grimstead suggested creating a calendar for board members visiting classrooms so that teachers and administrators can plan for the visits. Member Rowley suggested all board members need to visit each school. President Boswell stated the board members need to visit in pairs. President Boswell stated she would create a calendar or schedule for board member visits to classrooms. Member Grimstead congratulated the Tintic High School Wrestling team on their award.

President Boswell reported on attending the Juab Local Interagency Council meeting where mental health, criminal offenses against children, and school shooting issues were discussed. President Boswell stated the council is a good program for helping students.

Member Young reported on traveling to West Desert Elementary school for the Read Across America program where she was able to read a Dr. Seuss book to students and tour the facilities to discover improvement needs.

Member Despain reported accompanying Ms. Swalberg and her Spanish class to a Hispanic market where students had to ask questions about products in Spanish and that the students are learning the language well.

### **“How Not to be a Terrible School Board Member” Chapter 1 Discussion**

Board members discussed information in the reading assignment of not having the bad habit of humiliating someone in public. Board members discussed being careful when discussing issues, to praise in public and reprimand in private, not micromanage, being united, and that even though they will not always agree on issues, discussions need to be civil and once a decision is made, it should be supported by all board members. Board members discussed the continuation of the reading and assigned Member Despain to lead the next discussion.

### **School Administrator Presentations at Board Meetings Discussion**

Member Grimstead reminded board members what was previously discussed regarding having teachers and students, as well as administrators, give reports during board meetings. Board members discussed more reporting options and decided to have an elementary school and their administrator report one month and a high school and their administrator report the next month at the 4:00 p.m. work session, with the option of asking for special presentations or if a group needs a special time, that would be accommodated. It was decided to let the administrators decide which elementary or secondary school would be presenting in their month. Superintendent Thornock asked that there be no school presentation during the month of June and August, as there are no students in the buildings due to summer break. Board members decided to have the Maintenance

and Technology reports given every other month and that the Superintendent can keep board members apprised of any issues during the Superintendent Report. Member Young stated she would like a report on the social emotional program being used by the lower grades at the elementary school whether in the board meeting or by visiting the school. Superintendent Thornock stated he would present the boards decisions to the administrators in their next meeting and create a schedule for school presentations.

President Boswell asked if the plumbing issue in the Special Education classroom had been resolved. Superintendent Thornock stated that it was fixed and that the electrical wiring that was disturbed during the plumbing fix will need to be moved to comply with code.

### **Superintendent Report**

Superintendent Thornock stated he has spent the greater portion of his time focusing on school fees and spend plans, meeting with the Athletic Director and coaches, as well as state officials in order to plan for a good experience for students. Superintendent Thornock stated last year's school fees and spend plans were in compliance with state regulations and received a good score, that they protected fee waiver students, were available to the public, and that two board meetings were held to review them. Superintendent Thornock stated the scoring process will change for the next review due to the state still figuring out the process. Member Grimstead asked about the dollar amounts for meals being removed on the spend plans. Superintendent Thornock explained that the cost of meals will be put back on the parents to decide how much money to send with their student or to provide a sack lunch, which lowered the fee. Superintendent Thornock stated that fee waiver students will be given money by the district for meals discretely. Member Rowley asked regarding the funding sources being used to pay for items that were on last year's fee schedule but not on the next year's fee schedule and asked if funds were being used from other programs. Superintendent Thornock stated that funds are not being used from other programs and that CTE and Trust Land funds can be used but have to be planned for in advance, and only for academic items. Superintendent Thornock stated that there is no funding mechanism for Physical Education equipment and that he is still working on that. Member Grimstead stated that the Community Council also discussed PE equipment where Mrs. Karen Kramer stated the school is trying to follow the rules and still provide good opportunities and equipment for students. Member Rowley asked if there is information on the school fees for managers of sports. Superintendent Thornock stated fees for managers could not be listed due to too many determining factors, most prominently the age of the manager. Superintendent Thornock stated managers will be charged fees as a case by case situation and that the state has approved this plan. Member Grimstead asked for clarification of the spend plans participation fee and other possible fees. Superintendent Thornock stated that summer camps are not included in the participation fee and are completely optional and payable at the time of the camp. Superintendent Thornock also stated that the maximum fee listed included the summer camp fee.

### **Regular Meeting**

#### **Call to Order and Recognition of Guests**

President Boswell called the meeting to order at 6:00 p.m.

## **1. Pledge of Allegiance**

Member Grimstead led those in attendance in the Pledge of Allegiance.

## **2. Reports**

Mrs. Stephanie Grimstead presented information regarding the reading program being used at the Eureka Elementary School called Core Knowledge Language Arts or CKLA. Mrs. Grimstead stated the program has twenty years of research backing it and it teaches skills and knowledge in units that builds on previous knowledge as students progress through the grades, as well as gives access to more varied subjects through teacher read-a-louds. Mrs. Grimstead also stated the program provides opportunities to learn in different content areas such as science and social studies. Member Rowley asked how long the school has been using the program. Mrs. Grimstead stated this is the first year. Member Young asked how long each unit is. Mrs. Grimstead stated they can vary from nine to twelve units with the fifth and sixth grade content having less units, but that they go more in depth. Member Rowley asked where the program builds with each grade, if a student comes in to the program at a higher grade and misses the previous learning in the program if the student struggles. Mrs. Grimstead stated that can happen but the students adjust and the teachers are excited about the success the program will bring.

## **3. Citizen Comments**

Mrs. Adele Pagnani stated she previously suggested to the board ideas for spending the money that was inherited from a former student of the district and explained she needed to ask some questions in order to have information to put together a proposal for the board on a possible way to use the money for district teachers. Mrs. Pagnani asked who decides the pay of the certified and classified staff. Superintendent Thornock stated information is taken from comparative studies, teachers unions and associations, and other districts and superintendent associations to build a competitive salary schedule. Mrs. Pagnani asked if this information is then presented to the board. Superintendent Thornock stated he was unsure as he has not been part of this process as of yet, but did know that the salary schedule was increased two years ago by the previous superintendent. Mrs. Pagnani asked if the increase included classified staff also. Superintendent Thornock stated that it did. Mrs. Pagnani stated that the salary schedule on the district website shows pay amounts increase with the employee's education and years employed and asked what happens when an employee reaches the maximum on the chart. Superintendent Thornock stated that the employee would then be maxed out. Mr. Snell stated certified staff maxes out at twenty-seven years and classified at twenty. Mrs. Pagnani asked if there were any teachers that have maxed out and is there a plan for them. Superintendent Thornock stated they would still get raises for cost of living and when negotiations are done with the teacher's unions, as well as watch other districts pay schedules to stay competitive and is done at the end of every year and includes many factors. Mrs. Pagnani asked if all employees have a 401K benefit. Mr. Snell stated that only full time employees have a 401K and it is state mandated at a 1.5% contribution. Mrs. Pagnani asked if this contribution was the same for all full time staff and if the district matches the employees contribution. Mr. Snell stated that it is the same for all full time staff and it is not a matched fund. Mrs. Pagnani asked if there could be an increase in the 401K fund. Mr. Snell stated it is mandated by the state and the Utah Retirement System and the district has to follow their regulation of 1.5%. Mrs. Pagnani asked if the URS would let the district add to the 401K fund as a bonus. Mr. Snell stated it might be allowed, but would need to look into it. Member Grimstead asked if the URS system is the same for public safety employees. Mr. Snell stated the 401K fund for full time staff

is administered by URS, as well as a pension plan component that the district contributes to as well as the 401K. Mr. Grimstead stated the URS offerings to the public safety employees is different than what school district employees receive. Mrs. Pagnani asked what the board's feelings are on the best way to reward the teachers for their exceptional job with the money received from the inheritance. Member Young stated the board is not against giving the teachers a bonus of some kind, but is concerned with giving a larger salary and then not being able to sustain it. Member Grimstead stated he has the same concern with giving a raise and then the employees advancing in the salary schedule as well. Member Grimstead stated this donation is a finite amount of money and even if invested it would not be enough to continue. Member Grimstead stated he wants to reward teachers, but it would have to be more like a bonus. Mrs. Pagnani asked how many professional staff are employed by the district, as in teachers. Mr. Snell stated there are twenty-three full time staff. Mrs. Pagnani asked if this number included administrative staff. Mr. Snell stated it does. Superintendent Thornock asked Mrs. Pagnani if she has spoken to the teachers union because none of them have been asking him about receiving the money from the inheritance. Mrs. Pagnani stated she has not, but would like the money the district received to go to teachers and is gathering information to put together a proposal to present to the board.

#### **4. Superintendent Report**

Superintendent Thornock stated the district sponsored the Juab Local Interagency Council meeting which includes all the agencies that service Juab County, who came and presented what can be offered to schools. Superintendent Thornock reported that President Boswell attended the meeting. Superintendent Thornock stated that this group can also meet in a closed session to discuss individuals and gain information from other agencies about specific needs that they might not have known to be able to help or offer their resources. Superintendent Thornock stated he wanted to hold the meeting here to help Juab County agencies remember this school district is here and there was a good turn out.

Superintendent Thornock stated he attended the Eureka City Council Meeting to ask for any grants or funds that could be put with the inheritance money to be possibly used in building a new track facility. Superintendent Thornock reported the city would be willing to donate top soil, possibly deliver it, and have access to heavy equipment operator expertise. Superintendent Thornock stated President Boswell attended the meeting as well.

Superintendent Thornock stated the credit card readers have arrived and are scheduled to be implemented soon, possibly for a test run for the prom. Superintendent Thornock stated that payment for school fees can now be made online.

Superintendent Thornock stated that the state requires the district to test students for Covid-19 prior to attending a school sponsored dance, and that spectators are not required to be tested. Superintendent Thornock stated that permission slips for testing have been distributed to students and that any student from outside of the district planning to attend a dance here will need to be tested also.

Superintendent Thornock reported there have been no student to student transmissions of Covid-19 and that he is grateful school could be attended in class this year, as well as he hopes the state will support doing away with online attendance due to the difficulty it places on the teachers.

## **5. Action Items**

### **Consent Agenda**

Minutes: February 22, 2021 Meeting Minutes  
Warrants: February #00007453 to #00007521

Member Grimstead offered a motion to approve the Consent Agenda as presented. Member Young seconded the motion. Motion carried with all members voting unanimously.

### **2021-2022 Coaching Assignments**

Member Rowley offered a motion to approve the 2021-2022 Coaching Assignments as presented. Member Young seconded the motion. Motion carried with all members voting unanimously.

### **West Desert High School Trustland Plan Amendment**

Member Rowley offered a motion to approve the West Desert High School Trustland Plan Amendment as presented. Member Grimstead seconded the motion. Motion carried with all members voting unanimously.

### **Superintendent Report continued...**

Superintendent Thornock stated that a grant he had planned to use to put an air conditioning system in Tintic High School has stipulations that will not allow the money to be spent on building improvements. Superintendent Thornock reported he is looking at other ways to fund the project.

Superintendent Thornock reported going with Member Young to the West Desert Elementary School for the Read Across America program and thanked Mrs. Westover, who teaches six grades, for her efforts in organizing the activity. Superintendent Thornock stated that many took part in reading to the students including: Himself, Member Young, Member Rowley virtually, Mrs. Drussel, School Nurse, Governor Cox virtually, a BYU basketball player, Principal Ward, and a sheriff. Superintendent Thornock stated Governor Cox promised to visit the school in person and thanked Mark Allen, Technology Director for helping with the virtual components of the meeting.

Superintendent Thornock congratulated the wrestling team for their GPA award, as well as the girls basketball team, who also won the same award.

Superintendent Thornock reported he has been in contact with Superintendent Ault from the North Sanpete School District and gained helpful information on replacing the track, as their district has just completed the same project. Superintendent Thornock stated that it is within regulation to have a six lane track instead of an eight lane track, which saves \$100,000 per lane.

Superintendent Thornock stated he has been driving with a lot of students for Driver's Ed, trying to catch students up who missed driving time due to Covid-19 regulations, and reports the program is now caught up.

Superintendent Thornock asked board members if they would like to study one training book at a time or add “The Art of School Boarding” to their previous reading assignment. Board members decided to study more than one training book at a time and read chapter one of “The Art of School Boarding” with Member Rowley assigned to lead the upcoming discussion.

Superintendent Thornock asked board members if they would like to hold a training meeting and explained different ways to hold the training meeting. President Boswell asked Mr. Snell how a training meeting would need to be posted. Mr. Snell stated it would be the same as a work session, but the only agenda item would be board training. Board members decided to hold a training meeting. Member Rowley asked regarding the legislative meeting. Superintendent Thornock stated it will be on March 18, 2021 at 6:00 p.m. in the board work room.

## **6. School Fees Public Comment**

Public in attendance:

Adele Pagnani	Austin Hackney
Klay Allinson	Sonja Laird
Brian Ward	Karen Kramer
Summer Despain	Sarah Swalberg

Superintendent Thornock presented information to the public regarding why schools have fees and why Tintic School District has not in the past, as well as how there is now a way for students who cannot afford to participate in extracurricular activities to have a fee waiver system and be able to participate. Superintendent Thornock explained what could happen if fees are not charged and what costs the district covers. Superintendent Thornock presented the proposed school fees, explaining all changes from the previous year’s school fees, and explained all spend plans. After Superintendent Thornock’s presentations, the public was allowed to comment or ask questions.

Mrs. Adele Pagnani – Mrs. Pagnani stated she is disappointed there was not a better attendance by community members at the meeting and thanked Superintendent Thornock for his presentation and explanation of the school fees and the costs that the district covers. Mrs. Pagnani asked why there is a spirit pack for each sport and used the example of the water bottle included in each spirit pack, in which a student that plays multiple sports would be purchasing multiple water bottles. Mrs. Pagnani asked if items such as spandex could be reused to save money. Member Young stated that the coaches are trying to list every possible item that might be purchased in their spend plan but does see it might not be necessary to purchase a water bottle for each season. Mrs. Pagnani suggested that the wording of the spend plans not use the word “etcetera” because it is too broad and the spend plan needs to list each item in a spirit pack. Mrs. Pagnani suggested wording be added to clarify what items are purchased and rented by the student. Mrs. Pagnani asked regarding a query from a previous meeting having to do with a student purchasing their own equipment because they wanted a more expensive version than what the coach was offering. Mrs. Pagnani asked if the students got what they paid for and stated that the items listed in a spirit pack should be given out on the first day of the season. Mrs. Pagnani stated she does not disagree with the school fees, but suggests that the board present them in the best way possible, trying to prepare for any problems that may arise, and make it easy on the parents.

Mr. Klay Allinson – Mr. Allinson thanked Superintendent Thornock for researching the law regarding school fees and asked if the board has read and understands what the law states and the purpose of the law. Mr. Allinson stated his appreciation that summer camps for sports are not mandatory or required to participate on a team. Mr. Allinson stated he paid the maximum fee last year which he understood to include summer camps. Mr. Allinson read part of the state fee laws and asked if the district had any students who were not fee waiver but did not play a sport because they could not afford it. Mr. Allinson asked if the board felt the fees they are scheduling are reasonable for all students. Mr. Allinson expressed concern with how students will be supervised being separated with some on the bus eating their own food and some in the restaurant now that food money is not part of the fees. Mr. Allinson thanked the board for holding the meeting and posting the school fees for the public to review. Mr. Allinson asked if the 20% fee waiver students were from just Tintic High School. Superintendent Thornock stated that is correct. Mr. Allinson read part of the state law regarding identifying the needs of an activity and asked if a water bottle is a need. Member Grimstead stated that this school year the water bottle was most definitely a need due to no water fountains available in schools and sporting events because of Covid-19 regulations. Mr. Allinson read a portion of the state law regarding school fees that mentions listing all expenditures and a plan for using any carry over funds. Mr. Allinson asked that spirit packs for each sport be distributed before the season starts and not during, but understands that companies can be slow in filling orders.

Superintendent Thornock stated he has had about ten people state that they thought the school fees were too low and that he wished they would have come to the meeting to express their concerns. Superintendent Thornock explained that the spirit packs are hard to put together in advance due to not knowing what items the team member would like to have or need, and that is why the word “etcetera” is used. Superintendent Thornock stated the total cost of the spirit pack has to be equal to or greater than the fee charged and stated he would have the coaches list out the prices of the items. Superintendent Thornock stated each team needs their own identity and therefore wants their own spirit pack. Mrs. Pagnani stated she understands clothing type items, but asked if the coaches could include options with some items in case a student could reuse an item purchased the year before and asked that the coaches use companies with lower prices to purchase items for their spirit packs. Mrs. Pagnani suggested that a business in Eureka be used to personalize the items, which also benefits the community. Summer Despain, Cheer Coach, explained that the cheer uniforms are purchased from a cheer company, but all other items are purchased from less expensive vendors. Superintendent Thornock stated that sometimes the teams decide on items they want and that if the cost of the spirit pack items is more than the school fee then the team has to fundraise. Superintendent Thornock stated that if the cost is lower than the fee, then the difference has to be refunded. Superintendent Thornock explained that not all items for the spirit pack can be distributed on the first day of the season due to not knowing how many will be on the team and students dropping out after trying the sport for a week or two and not liking it. Mrs. Pagnani asked that if the students leave the team after paying the fee, then the spirit pack should be there minus any manufacturing issue. Superintendent Thornock stated that coaches like to let the team choose some swag items and the teams are not complete until a couple of weeks into the sport, thus the spirit packs cannot be fully distributed at the first of the season. Member Rowley stated that the fee schedule shows the fee for a sport due at the start of the season so items would not be purchased until it is known how many paid the fee. Superintendent Thornock stated he would delineate what spirit pack items would be kept by the student and which items were rented



and need to be returned. Superintendent Thornock stated that he did revisit the issue of a student purchasing their own items instead of the ones provided by the school with the state and it remains unresolved. Member Young suggested that each item and its cost be listed with the option to purchase them if needed and that if a student would like to purchase their own version of an item they could because they have not paid the fee for it. Superintendent Thornock reported that the district has been using the Eureka business for items. Superintendent Thornock stated he is trying to develop a system that does not have carry over and that the money that was charged and not spent for meals for the teams whose season is completed is in the process of being calculated and returned. Superintendent Thornock stated that these funds were never meant to pad a fund or be donated to another team. Member Despain stated that eliminating the meal costs in the proposed school fees will help with this issue. Superintendent Thornock stated he will ask coaches to watch all students, regardless of fee waiver status, for needs so the district can find a way to accommodate those needs or find a way to help. Member Young stated that filling out the free and reduced lunch form is the process that fee waiver status is determined. Superintendent Thornock stated regarding Mr. Allinson's comment on the state law and the needs of an activity that the state has vetted the school fees as they are, but that he will look into it further. Member Young stated that she has had children involved in high school sports for eight years and sometimes two at a time and that she is saving money now that school fees are in place, and that her children have taken sack lunches into a restaurant and have not been bothered. Superintendent Thornock stated that it is in the coaches contract to not leave students unattended, so if there are students on the bus and in the restaurant, they will be supervised. Member Despain reported that parents have reported to him that they have saved money with school fees and thanked Mr. Allinson and Mrs. Pagnani for their comments. Member Despain stated that as a board, they would like to address all concerns brought forth, but that the community must be accepting the school fees by the lack of attendance at the meeting. Member Despain stated that the district would like to give the students as many opportunities to participate as possible. Mrs. Pagnani expressed appreciation for the transparency and explanation of the school fees, that she did not attend the meeting with the intent to complain, that she and Mr. Allinson took the time to read the law to be able to understand the process and bring up questions or issues to help protect the district. Mr. Allinson stated he appreciates the change in atmosphere in this meeting compared to the first school fee meeting last year, and thanked the board and Superintendent for their efforts. The board thanked all in attendance for coming to the meeting.

## **7. Executive Session**

Motion to adjourn to Closed Executive Session to review and discuss the character and professional competence of individuals, as provided for in Utah Code § 52-4-205(1)(a) was offered by Member Grimstead, seconded by Member Despain, with the voting as follows:

Member Rowley Aye  
Member Boswell Aye  
Member Despain Aye  
Member Young Aye  
Member Grimstead Aye

Motion to return the meeting to a Regular Session was offered by Member Young, seconded by Member Rowley, with the voting as follows:

Member Rowley Aye  
Member Boswell Aye  
Member Despain Aye  
Member Young Aye  
Member Grimstead Aye

### **8. Adjournment**

Member Young offered a motion to adjourn. Member Grimstead seconded the motion. Motion carried with all members voting unanimously.

The meeting adjourned at 8:16 p.m.

The next scheduled meeting of the Tintic School District Board of Education will be held on March 29, 2021 at 7:00 p.m. at the Tintic School District Office, 545 E. Main Street, Eureka, Utah 84628.

Minutes submitted by:

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Jeremy Snell  
Business Administrator