

TENTATIVE MINUTES OF A WORK MEETING  
OF THE BOARD OF EDUCATION  
BOX ELDER SCHOOL DISTRICT  
April 16, 2025

Work Session to review property tax laws, regulations and process, Box Elder School District, held Wednesday evening April 16, 2025 at 5:30 p.m. at Independent Life Skills Center.

Those in attendance at the meeting included Board Vice President Danielle Wright, Board Members Julie Taylor, Bryan Smith, Karen Cronin, Stephanie DeFilippis, and Wade Hyde. Board President Tiffani Summers was excused. Also present were Superintendent Steve Carlsen, Assistant Superintendents Keith Mecham and Heidi Jo West, and Business Administrator Neil Stevens.

TENTATIVE MINUTES OF A REGULAR  
MEETING OF THE BOARD OF EDUCATION  
BOX ELDER SCHOOL DISTRICT  
April 16, 2025

Tentative minutes of the Regular Session of the Board of Education, Box Elder School District, held Wednesday evening April 16, 2025 at 6:30 p.m. at the Independent Life Skills Center, Box Elder School District.

Those in attendance at the meeting included Board President Tiffani Summers, Board Vice President Danielle Wright, Board Members Julie Taylor, Bryan Smith, Karen Cronin, Stephanie DeFilippis, and Wade Hyde, and Student Board Member Easton Johnson. Also present were Superintendent Steve Carlsen, Assistant Superintendents Heidi Jo West and Keith Mecham, IT Director Robert Gordon, CTE Director Ben Willey, Business Administrator Neil Stevens; members of the press, employees and patrons.

President Tiffani Summers called the meeting to order, welcomed those in attendance and conducted the business of the meeting.

Reverence offered by Julie Taylor, Vice Board Chair.

Flag Salute/Pledge of Allegiance by Danielle Wright, Board Member.

**Recognitions**

Stephanie DeFilippis, Board Member

Superintendent Carlsen presented the Box Elder School District dignity index. He also presented Dr. Andrew Larsen, BEHS Choir Teacher, Misa Findlay, Accompanist and the BEHS Madrigals. The Madrigals sang two songs: "Lean on Me" and "Love Can Build a Bridge"

Stephanie DeFilippis recognized and provided a thank you on behalf of the Board to all individuals and businesses who donated to the Bear River High School facilities. Those donors include:

- Crump Reese - Coby Reese
- Golden Spike Powersports - Jared Fronk
- Lewis Construction Services - Lanny Lewis
- Rupp Trucking
- Nucor Steel
- Chanshare Select, Inc. - Buster and Brett Marble
- 3G Dental LLC - Rod Gardner
- Shico, Inc. - Cody and Shilo Reese
- Kent's Market, Tremonton
- Sierra Homes - Jay and Courtney Stocking
- Coldwell Banker - Gary Madsen

BEHS Sterling Scholars:

- Ashtin Burgess - Business and Marketing
- Sheradyn Toon - Dance - Semi-Finalist
- Easton Secrist - English - Semi-Finalist
- Sage Higley - Family and Consumer Sciences
- James Biskey – Math
- Annaliese Christensen - Science - Semi-Finalist
- Danzel Woodland - Skilled & Technical Sciences Education
- Bryson Singleton - Social Science – Finalist
- Brooklyn Valberg - Theater/Speech
- Addy Anderson - Visual Arts
- Trey Bauer - Vocal Performance – Finalist
- Hannah Jeppsen - World Languages - Semi-Finalist
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Sariah Calles, BEHS student - won 1st place at the State Poetry Out Loud Contest. She will be competing at the national competition.

Rhonda Pace, Bear River Middel School Science Teacher - recognized for her efforts around science education.

Kayley Throop, Spanish Dual Language Immersion teacher at Garland Elementary - received the State of Utah Math Teacher of the Month in February.

### **Approval of Agenda**

Danielle Wright motioned to approve the agenda; Julie Taylor seconded. Motion unanimously approved.

Karen Cronin – yes

Julie Taylor – yes

Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

**Report on AP English Field Trip to Moab**

Brock Cheney, Teacher at Box Elder High School - presented on his AP English class's trip to Moab. The trip put into context a book that they read called *Desert Solitaire: A Season in the Wilderness* by Edward Abbey, which is about a park ranger and his experiences in Moab, UT. Each of his students presented on their experiences of the trip.

**ESP Recognitions**

Coerina Fife, HR Director, presented each of the following ESP recognitions.

**Transportation:**

Neil Evans - bus driver  
Gary Mortensen - bus driver

**Secretarial:**

Shanna Hales - Box Elder High School Athletic Director Secretary  
Tami Bingham - District Payroll Clerk

**Custodial:**

Josefina Tejeda-Fernandez - Adele C. Young, Intermediate School  
Calvin Larsen - Park Valley School

**Child Nutrition:**

JoAnn Kimber - Cook/Para - Grouse Creek School  
Shantel Higgins - Cook - Box Elder High School

**Paraprofessionals:**

Alicia Porritt - DLI Para - Garland Elementary  
Michelle Warner - Media Aide - Willard Elementary

**Public Comment**

Melissa Little – Presented comment on school construction plans. She is opposed to the high school expansion. She is opposed to the changes to the grade bands.

Angie Cefalo – Presented comment on school facilities. She requested a survey to gauge public sentiment in each end of the District with regards to school construction.

Mary Ann Cox represented a group of parents (Haley Hemphill, Ashley and Mark Jordan) – Presented comment on school construction. She is opposed to grade band changes and high school expansions.

Don Belnap, a former Board Member in another community – Presented comment on grade bands. He is opposed to changing grade bands.

Laura Wheatley – Presented an update on PTA activities.

Shantae Christensen – Presented comment on grade band changes. She is opposed to changing grade bands.

### **Action Items**

#### College and Career Readiness Counseling Program (CCRCP) Approval

Ben Wiley, CTE Director, presented on the College and Career Readiness Counseling program. He asked that the Board approve the program for the upcoming year.

Karen Cronin motioned to approved the program, Wade Hyde seconded. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

#### Closed Session to Discuss Collective Bargaining

Julie Taylor motioned to table the closed session, Bryan Smith second the motion. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

#### Approval of Negotiation Teams

Coerina Fife, Executive Director of Personnel and Title IX, presented on HB267, public sector unions.

- Public employers will no longer recognize a labor organization as a bargaining agent for public employees and may not enter into collective bargaining contracts.
- Public employers will not enter into a new collective bargaining agreement or renew, extend, or modify an existing collective bargaining agreement.
- It does NOT require that labor organizations be prohibited from continuing to exist.

- It does NOT require that public employers refrain from engaging in ongoing discussions regarding conditions of employment, salary, and benefits with labor organizations.
- It does NOT prohibit public employers from inviting other employee groups to the table.
- It does NOT impact current labor organizations employees from participating in URS.
- It does NOT impact or terminate our current negotiated agreements with Box Elder Administrative Association (BEAA), Box Elder Educator Association (BEEA), and Box Elder Educational Support Professional Association (BEESPA).
- We are committed to employee voice and will continue to seek input by holding...
  - Listening Sessions - Where the agenda will be open, all employees may attend, and the District will listen and respond at a later meeting.
  - Information Sessions - Where information will be provided, including answers from the previously held listening session.
  - Surveys - Faculty and Staff will continue to receive surveys relative to working conditions.
- We want to ensure that all employees have a voice and their feedback will remain vital in decision-making.
- We will seek more involvement from across the District and not only those who are part of an association.

Superintendent Carlsen recommended to table the approval of the negotiation teams due to the impact of HB267. Karen Cronin motioned; Bryan Smith seconded the motion. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

#### Approval to Add Line Item for Foundation Expenses

Neil Stevens, Business Administrator, presented on the request that the School District cover the supplies and materials expenses of the Box Elder School District Foundation. This will allow 100% of the Foundation assets to be used to benefit students and teachers.

Tiffani Summers motioned that the Board approve the request, Julie Taylor seconded the motion. The motioned passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes

Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

Approval of School Land Trust Plans

Keith Mecham & Heidi Jo West, Assistant Superintendents of Curriculum presented on the School Land Trust plans for 2025-26 school year and recommended their approval.

Karen Cronin motioned to approve the School Land Trust plans; Tiffani Summers seconded the motion. Motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

**Information Items**

Energy Efficiency of Golden Spike Elementary

Corey Thompson, Facilities Director, and Dave Cox from VCBO presented on the energy efficiency of Golden Spike Elementary. Several Board Members posed questions on the program. Dave Cox provided technical feedback to those questions.

Energy Report

Mike Clark, Energy Specialist, presented an annual report on the energy saving measures that the District has implemented in its buildings. Also, included in the report is the progress that Johnson Controls is making on the energy efficiency appliance retrofit project.

Child Nutrition Report

Neil Stevens, Business Administrator, presented an annual report on the Child Nutrition program. Several Board Members posed questions on the chemical dyes in foods. The program will make efforts to obtain dye-free foods as soon as they are available.

Monthly Financial Report

Neil Stevens, Business Administrator, presented the monthly financial statement. The finances of the District are in a good spot, with collected revenues ahead of budget and expenses trailing the budgeted expenses.

Board Committee Reports

Karen Cronin

- Boys and Girls Club will have their annual fundraiser on June 20<sup>th</sup>.

- The Garland play included anyone in 5<sup>th</sup> grade who wanted to participate.
- Discovery Elementary held a music and arts night.
- The Box Elder Chamber of Commerce sponsored the Career Day at both high schools.

**Stephanie DeFilippis**

- The high school community councils are supportive of expansion plans and moving the 9<sup>th</sup> grades to the high schools.
- McKinley Elementary had a literacy night.
- North Park Elementary PTA purchased a gaga ball pit, the school supports the PTA well.
- Garland Elementary is piloting the 95% phonic program and also received two new handicap parking stalls.
- Visited the Canyons School District to watch the battle of the books. Wants to bring that program to BESD.

**Julie Taylor**

- Attended Lake View Community Council. Neil, Keith and Heidi Jo presented the expansion plans, and it was well received.

**Danielle Wright**

- Attended the Golden Spike Elementary safety and health fair which included a silent auction. Thanks to them for all their hard work.

**Tiffani Summers**

- Bear River High School's reunification drill and lockdown was very impressive.
- Fielding Elementary PLC is doing great things.

**Student Board Member Report**

**Easton Johnson**

- Participated in the USBA conference in January. It was an enjoyable experience to share with his parents.
- Student council elections at the high school have concluded
- Student service projects are on-going
- Graduation preparation is progressing
- There is a post-graduation, District-wide stomp being planned.

**Policy Review**

**First Reading**

Policy 1110 Public Participation in Board Meeting

Policy 2150 Buildings and Grounds Security

Policy 3010 Employee Bullying and Hazing

Policy 3060 Accommodations for Employee Religious Belief or Conscience

Policy 3112 Certificated: Job Descriptions  
Policy 3126 Certificated: Sickness, Absences and Leaves  
Policy 3212 ESP: Paraprofessional Qualifications  
Policy 4030 Elementary School Curriculum

Karen Cronin asked clarifying question on Policy 2150 and 3112. No changes to those policies were made. Bryan Smith motioned to approved policies on first reading. Wade Hyde seconded the motion. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

#### Second Reading

Policy 2032 Procurement of Construction: Construction and School-Site Acquisition Requirements  
Policy 2033 Procurement: Education Contractor Oversight  
Policy 2034 Procurement: Contracts and Contract Limitations  
Policy 3007 Employment: Staff Code of Conduct  
Policy 3008 Employee Communication/Addressing Concerns  
Policy 3044 Orderly School Termination for Employees  
Policy 4135 Dual Enrollment  
Policy 4215 Student Notifications  
Policy 5294 Student Discipline – Searches

Karen Cronin clarified that under policy 3008 that employees can contact any Board Member without the fear of retaliation or retribution. Superintendent Carlsen invited anyone who has a concern or complaint to speak with school and/or District leadership.

Board Member Cronin stated, regarding Policy 3008, she wants to emphasize that anyone, including any district employee, can contact any elected official, including any school board member, for any reason, including with concerns or ideas, without violating Policy 3008 or any other policy, and without fear of retribution. It was acknowledged by Supt Carlsen that this statement is true, saying “Certainly, nobody is going to get in trouble if they talk to a Board Member.” Asst Supt Mecham stated it would be illegal for the District to have any kind of retribution in a negative way against someone. Board Member Cronin again emphasized that we want people to come forward if they have concerns or ideas. She noted that some feel like they can’t raise concerns for fear of retribution. Board Member Cronin said she is just trying to make sure that this policy (Policy 3008) would not put that in their mind, stating anyone can come forward because it is a matter of free speech coming to talk to a School Board Member, and voicing concern is definitely allowed and not precluded by Policy 3008.



Tiffani Summers motioned to approve the policies on second and final reading. Stephanie DeFilippis seconded the motion. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

### **Consent Items**

Approval of Minutes of the work and regular meetings held on March 12, 2025.

Approval of Claims 51229, 52431-52924, 2031125, 5031025, 7033125, 8033125, 9032025, 9033125, 101475-101487, 1106255, 1106302

### **Personnel**

See agenda for details.

### **Award of BRHS Scoreboard Replacement**

See agenda for details

Karen Cronin asked clarifying questions on the BRHS scoreboard award.

Karen Cronin motioned to approve the consent items. Wade Hyde seconded the motion. The motion passed unanimously.

Karen Cronin – yes  
Julie Taylor – yes  
Tiffani Summer – yes  
Danielle Wright – yes  
Stephanie DeFilippis – yes  
Bryan Smith – yes  
Wade Hyde – yes

### **Suggestions for Future Board Meetings**

- Nancy Kennedy to present on the use of lands in the School Land Trusts
- Tour of district office reorganization
- New fiscal year budget for May meeting
- Update on BEHS donors

**Upcoming Events**

BEHS Graduation - May 27, 2025 at 6:00 pm at Dee Events Center

BRHS Graduation - May 28, 2025 at 8:00 pm at the BRHS Field

Sunrise Graduation - June 12, 2025 at 6:00 pm at BEHS Gymnasium

**Adjournment**

The meeting adjourned at 9:57 p.m. The next meeting of the Board of Education will be held on Wednesday, May 14, 2025, with a Work Session at 5:30 and a Regular Session at 6:30 p.m., at Alice C. Harris Intermediate School, 515 N 800 W, Tremonton, Utah.

