

Union Colony School Board Meeting Minutes  
January 13, 2024

**Members In Attendance:**

Heather Bunyan, President  
Veronica Armendariz, Vice President  
Ron Lamb, Treasurer  
Ashleigh Jacks, Secretary  
Jeremy Herndon, Member  
Betzy Valdez, Member

**Administration in Attendance:**

Jemiah Fowler, UCS Executive Director  
Dave Warner, UCE Principal  
Carrie Leffler, UCP Principal

**Members Absent:**

Rebecca Thompson, Member

The board meeting was held at Union Colony Elementary School on January 13, 2024. Meeting was called to order at 9:05 am by Heather Bunyan.

**Pledge of Allegiance**

**School/Student Highlights**

There were no student highlights

**Approval of the Agenda**

Agenda was approved as provided.

**Public Comments**

There was no public comment.

**Action Items**

- Consent agenda was approved. Motion by Jeremy Herndon, Second by Veronica Armendariz. Motion passed, unanimously.
  - Approval of minutes from December 7, 2023 Board Meeting
- Amended Budget for 2023/2024- Motion by Ashleigh Jacks, Second by Betzy Valdez. Motion passed, unanimously.

**Discussion Items:**

- Finance Priorities for 2024/2025: The Board had discussions regarding the suggestions regarding the 2024/2025 salary schedule and how we need to make some adjustments for certified, classified and administrative salary ranges. It was discussed that the last time the salaries were looked at was in 2018 for certified. The Finance Committee has been working on trying to align more with area schools keeping in mind the budget constraints. The classified schedule is looking at a starting base pay of \$40,250 and going up 2.5% percent every step and then 3.75% every 5 years.

We also discussed that we would increase the years of service from 15 years to 25 years of experience. The board discussed the Administrative schedule that will align more with the daily pay and number of contact days needed in those positions. The board also discussed the classified schedule to potentially move to a range for each position and assign a range for each classified position based on needs and responsibilities.

## **Reports**

- Board:
  - Heather Bunyon reported on Module 1 - Board Self Assessment
- Administration/Principals:
  - Carrie Leffler updated the board on what is going on at the Preparatory School. Carrie reported that all committees are continuing to work on their initiatives. The Climate and Culture had a character assembly and recognized students that demonstrated responsibility, which was December's trait of the month. They are also working on a staff party for celebrations and updates on the staff lounge. The School Accountability Committee is continuing to work on graduation requirements and having two paths for students. The Content Readiness Committee is continuing to refine the field trip process as well making sure students are working towards their senior thesis, so it does not seem so daunting.
  - Dave Warner updated the board on what is happening at the elementary school. He let us know that he installed the buddy benches on the playground. He also discussed that the elementary staff now has an affirmation station for staff, so other staff members can provide positive feedback for each other. The School Accountability Committee is researching what curriculum really needs to stay and ones that might no longer be needed. The Content Readiness Committee has decided that the Lexia letter training is a lot and they are working through the science of reading to help teachers. This committee is also looking at the reading curriculum and the possibility of getting a new one in the near future. The Climate and Culture is working on social and emotional data from this time last year and this year's data to see where some improvements can be made. They are also hosting the principals luncheon soon and handing out popcorn for reading steps goal achieved for students. He also told the board that they had a very generous donation for about 20 bikes from a local company to be handed out for the perfect attendance awards for students that have perfect attendance all year long.
- Director
  - Jemiah Fowler reported on the Finance Committee timeline and will start working on the 2024/2025 annual budget. He also touched base on the faculty council meetings and then those dates and times are.

## **Adjournment**

- Meeting was adjourned at 10:01 am.