FAQ

01

Will employees be paid once or twice per month?

This is a common request from staff and is currently under evaluation. If financially feasible, the district aims to implement a solution, as this change could significantly improve the employee experience.

02

How strong is the district's financial position?

Lake Mountain School District is financially strong, as evidenced by multiple independent feasibility studies. Rated as a safe, long-term investment by Moody's and Fitch; High investor demand for district bonds; Strong financial outlook supported by external institutions.

03

What is the budget strategy during the transition?

The district is focused on a lean and efficient financial model, including:

- Limiting administrative hiring
- Prioritizing funding for schools and teachers
- Accelerating key capital projects

04

How will the district manage rapid growth?

A comprehensive 15-year capital plan is in place, including:

- Partnerships with state leaders and municipalities
- Land banking with developer contributions
- Identifying future school sites early
- Exploring cost-effective construction methods

05

Why is the district supporting charter schools?

- Access additional state funding for facilities
- Reduce reliance on local tax increases
- Expand student capacity without new bonds

This approach turns competition into collaboration while protecting taxpayer investments

FAQ

06

Will funding change after the district split?

Locally controlled funding is stable.
Changes at the state or federal level are outside district control and would affect all districts equally.

07

Will salaries and benefits remain the same?

Yes. Salaries and benefits are based on a growing district model. The district is also working to:

- Expand employee benefits (e.g., health clinics)
- Reduce costs through partnerships
- Maintain strong compensation for educators

08

Could there be a salary freeze?

Past salary freezes (e.g., Jordan/Canyons) were tied to the Great Recession.
New legislation (SB188) addresses those issues and is expected to prevent similar outcomes.

09

How are negotiations between districts being handled?

Negotiations are ongoing and include:
Shared services (transportation, facilities, maintenance);
Agreements (MOUs) to support operations.
State law defines how assets and liabilities are divided, while other elements are negotiated collaboratively.

10

How will the district address underperforming employees?

A district-wide review is underway. Key improvements include: Data-driven hiring practices; Clear performance metrics; Increased accountability. The goal is to create a professional, supportive environment where all staff contribute to student success.

FAQ

11

Will schools have instructional coaches and support staff?

Yes. The district plans to: Keep administration lean; Invest more resources directly in schools.
Support roles such as instructional coaches, counselors, and specialists are part of the long-term plan.

12

Why hasn't a Business Administrator been hired yet?

Hiring is being intentionally delayed to prioritize classroom resources.

- Budgets are already approved
- Support is being provided by Alpine School District
- All financial decisions remain transparent and public

13

Will hiring prioritize internal candidates?

The district is focused on hiring the best candidate for each role. Current school staff are guaranteed positions; District positions will be posted throughout the transition period; External candidates are also considered to strengthen the team.

14

Who are the new principals?

- John Emett (Elementary – Eagle Mountain)
- Quinn Linde (High School)
- Jarom Becar (Cedar Valley High School)
- Megan Rincon (Silver Lake)
- Chris MacDonald (Eagle Valley)
- Pat Fossat (Frontier)
- Mountain Trails - Quinn Braden
- Desert Sky - Shawn Fielding

FAQ

15

When will the new high school open?

The new high school is scheduled to open in Fall 2028.

- Principal already selected
- Boundaries expected soon
- Hiring and planning throughout 2027–2028

16

Will early retirement incentives continue?

Yes, as long as they remain financially beneficial to the district.
Future adjustments may depend on teacher supply and demand.

17

Will the district participate in URS?

Yes. The district is working with legal counsel to ensure a seamless transition with no interruption to benefits.

18

Does the district support teacher unions?

Yes.
The AEA will act as an umbrella organization, with each new district forming its own local chapter with elected representation.

19

Will programs like the arts be cut?

No.
There are no plans to reduce arts programs. Leadership strongly supports their role in student development.