

Utah State Board of Education
FINANCE COMMITTEE
February 2, 2024

Members Present: Kristan Norton, Cindy Davis, Brent Strate, Christina Boggess, and Jim Moss (JM) – present unless noted.

Staff Present: Deborah Jacobson, Scott Jones, and Cammy Wilcox.

Others Present: Ben Rasmussen, Sarah Young, Patty Norman, Jared Felt, Cole Shakespear, Cory Kanth, Dale Frost, Darin Nielsen, Don Modde, Greg Connell, Katrina Brinkley, Katy Challis, Michael Iwasaki, Michelle Watts, Noralee Green, Paula Plant, Quinn Kellis, Tim Davis, Aaron Brough, Julie Lundell, and John Palmer, Kelli Booth, Jerry Record.

Finance Committee Chair Norton called the meeting to order at 9:00 a.m.

5.2 Public Comment

Item 1.2, R277-487, Public School Confidentiality and Disclosure

- State Charter School Board Vice Chair Cynthia Phillips email
- Northern Utah Academy Executive Director Kelli Booth
- Academy for Math, Engineering and Science Principal Brett Wilson

5.3 ACTION: R277-487, Public School Confidentiality and Disclosure (Amendment)

This item is to discuss if and how to provide family contact information to LEAs. This discussion is a continuation of the discussions that took place at the November 4, 2023, Law and Licensing Committee meeting and the January 12, 2024, Finance Committee meeting.

Based on the direction of the Finance Committee on January 12, 2024, staff have provided several drafts of an amendment to Board Rule R277-487 for the Committee to consider. Also included is a summary document that briefly summarizes each draft and outlines the cost associated with implementation.

Staff presented R277-487, Draft 1, Draft 2, Draft 3, and Draft 4 for consideration.

Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-9-302; 53E-3-401; 53G-11-511

Committee Action

Member Moss Motion:

That the Finance Committee approves R277-487, Public School Confidentiality and Disclosure, Draft 3, on first reading and forward to the Board for approval on second and final reading.

Motion: Fails 3-2, with Members Norton, Strate, and Davis opposed.

Member Boggess Motion to Amend:

That the committee add after Line 273 of Draft 3, "(3) An LEA shall actively communicate the opt out process in Subsection (2) through: (a) paper communication; (b) email communication; and (c) posting information on the LEA's website."

Motion: Fails 3-2, with Members Norton, Strate, and Davis opposed.

Member Davis Substitute Motion:

That the Finance Committee approves R277-487, Draft 1, Public School Confidentiality and Disclosure, on first reading and forward to the Board for approval on second and final reading.

Motion: Fails 3-2, with Members Norton, Moss, and Boggess opposed.

MOTION FOR THE BOARD: No recommendation for the Board.

5.4 ACTION: R277-726, Statewide Online Education Program (SOEP) (Amendment)

Committee Action

No motion for the Board – this item was postponed to the March meeting.

5.5 Recommendation for Bonuses

The Utah State Board of Education has experienced significant employee attrition, and although attrition rates have improved, it is crucial to implement measures that further enhance employee retention. In light of this, a proposed bonus program aims to provide incentives for current Utah State Board of Education employees, recognizing and rewarding their unwavering hard work, dedication, and commitment to the organization.

An "eligible employee" for the purpose of this bonus program is defined as an employee who meets the following criteria:

1. The employee is not currently on a performance improvement plan.
2. The employee has not received a letter of warning on or after January 1, 2024.
3. The employee has achieved a performance rating of 3 or higher on their FY 23 evaluation.

This definition ensures that the bonus is targeted towards employees who have

consistently demonstrated satisfactory performance and commitment to their roles, contributing positively to the Utah State Board of Education.

Committee Action:

Member Norton Motion:

That the Finance Committee recommends that the Utah State Board of Education approve bonuses for eligible employees using balances from tax delay funds not currently encumbered and not to exceed \$5,000 per eligible employee, paying \$2,500 for the next available pay period following and subject to board approval during the March 2024 Utah State Board of Education meeting and only to employees who were hired on or before March 1, 2024, and then an additional \$2,500 if the employee is still employed with the Utah State Board of Education on June 30, 2024.

An "eligible employee" for the purpose of this bonus program is defined as an employee who meets the following criteria:

1. The employee is not currently on a performance improvement plan.
2. The employee has not received a letter of warning on or after January 1, 2024.
3. The employee has achieved a performance rating of 3 or higher on their FY 23 evaluation.

Motion: Passed unanimously. - JM absent.

Member Boggess Motion to AMEND:

Include the following definition of eligible employee: An "eligible employee" for the purpose of this bonus program is defined as an employee who meets the following criteria:

1. The employee is not currently on a performance improvement plan.
2. The employee has not received a letter of warning on or after January 1, 2024.
3. The employee has achieved a performance rating of 3 or higher on their FY 23 evaluation

Motion: Passed unanimously. - JM absent.

MOTION FOR THE BOARD: That the Board approves bonuses for eligible employees using balances from tax delay funds not currently encumbered and not to exceed \$5,000 per eligible employee, paying \$2,500 for the next available pay period following and subject to board approval during the March 2024 Utah State Board of Education meeting and only to employees who were hired on or before March 1, 2024, and then an additional \$2,500 if the employee is still employed with the Utah State Board of Education on June 30, 2024.

An "eligible employee" for the purpose of this bonus program is defined as an employee who meets the following criteria:

1. The employee is not currently on a performance improvement plan.
2. The employee has not received a letter of warning on or after January 1, 2024.
3. The employee has achieved a performance rating of 3 or higher on their FY 23 evaluation.

5.6 INFORMATION: Quarterly Report from the School Children's Trust

The School Children's Trust, on behalf of the Utah Trust System, provided a quarterly report to the Finance Committee.

5.7 INFORMATION: Adding a Priority Academic Area to School LAND Trust

The October Finance Committee requested that the Trust Lands Advisory Committee review the priority academic areas identified in Board Rule R277-477 coming from the School Accountability System Code 53E-5-205 and 206 and consider adding social sciences to the priority list in Board Rule. Staff provided an update on the request.

5.8 INFORMATION: Midyear Updates to the Minimum School Program (MSP)

Staff provided the Finance Committee USBE public information on the updates to MSP funding levels as required by Board bylaws.

5.9 INFORMATION: Necessarily Existent Small Schools (NESS)/Rural Districts Study Status

Staff presented the list of FY24 Necessarily Existent Small Schools (NESS) and provided an update on progress of the Rural Economies of Scale Study.

5.10 INFORMATION: Educator Incentive Program Report

In the August 2023 Board meeting, the Board requested a report on the academic impact of the educator incentive program. Specifically, the Board requested to have an overview of the programs, the impact on academics, the amount an educator receives, qualifying criteria for eligibility, and the cost of the programs to the State. Staff presented the prepared report.

5.11 Discussion: Measuring the Results of Appropriations for Specific Programs

The USBE has performance measures that are established by legislation. There is an opportunity to provide additional data and information from sections on the funding

they receive and what benefits or positive results they are seeing by way of an agreed upon standard of measure.

5.12 INFORMATION: Recognition of Progress, Achievements, or Improvements

This item was moved to the March Finance meeting.

5.12.1 INFORMATION: Program Monthly Report (PMR) on USIMS

Staff presented a brief updated on the USIMS program.

5.12.2 INFORMATION: Program Monthly Report (PMR) on Utah Grants

This item was moved to the March Finance meeting.

5.13 INFORMATION: Requests for Data and Information

No new requests from February.

The meeting adjourned at 12:02 p.m.