

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Business Meeting  
and Closed Executive Session

May 3, 2016

The Board of Education of Salt Lake City School District met in a Board Business Meeting and Closed Executive Session at 6:03 p.m. on Tuesday, May 3, 2016, in the Board Room of the Administration Building, 440 East 100 South, Salt Lake City, Utah.

ROLL CALL

Members Present: President Heather Bennett, Vice President Tiffany Sandberg, J. Michael Clára (leaving at 7:07 p.m.), Melissa Ford, Katherine Kennedy, Kristi Swett, and Cristian Cortes, Student Member.

Members Excused: Rosemary Emery.

Also Present: McKell Withers, Superintendent; Janet Roberts, Business Administrator; Kathleen Christy, Assistant Superintendent, Educational Equity and Advocacy; Kristina Kindl, Director of Policy and Legal Services; Barbara Kuehl, Chief Academic Officer; Brian Conley, Chief School Improvement Officer; Larry Madden, Chief Operations Officer; School Leadership Support Directors Rebecca Pittam, Julie Atwood, Joann Price, and James Martin; Craig Ruesch, Interim Executive Director, Human Resources; Christine Marriott, Director of Assessment and Evaluation and representing the Salt Lake Association of School Administrators; Earl Arnoldson, Principal Indian Hills Elementary School; Ana Park, representing the Salt Lake Education Association; Janet Clark, representing the Child Nutrition Employees Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; Jason Olsen, Public Information Officer; Lisa Alleman, Superintendent's Office, and others in the audience.

In accordance with the agenda prepared for the Board Business Meeting of May 3, 2016, four motions were made. Items are reported as listed in the agenda and not necessarily in the order they were considered.

The meeting was called to order by President Bennett, who presided.

1. BOARD CONVENES
2. CLOSED EXECUTIVE SESSION
  - A. Litigation, Negotiations, and/or Property

At 6:03 p.m. a motion was made, after which members excused the audience and remained in the board room:

<sup>N</sup>(1) That the board meet in Closed Executive Session to consider litigation, negotiations, and/or property. Approval was given to the motion on a vote of 5 to 1 with Mr. Clára voting “No”.

\*\* (Sandberg and Kennedy)

During the voting, Mr. Clára passed out a letter explaining his opposition to going into closed session. A copy of the letter has been added to the official minutes.

Present for Closed Session for litigation, negotiations, and/or property were Heather Bennett, Tiffany Sandberg, J. Michael Clára, Melissa Ford, Katherine Kennedy, Kristi Swett, McKell Withers, Janet Roberts, Kristina Kindl, and Florence Vincent, board legal counsel from Prince, Yeates and Geldzahler.

VOTE RECORD	AYE	NAY	ABSENT
BENNETT	X		
CLÁRA		1,2,3	4
EMERY			X
FORD	X		
KENNEDY	X		
SANDBERG	X		
SWETT	X		
A Absent	Ab Abstention	F Failed	
N "No" Vote	NA No Action	T Tabled	
W Withdrawn	*Unanimous Approval		
**Members Making Motion			

Board members adjourned from the Closed Executive Session for litigation, negotiations, and/or property at 6:15 p.m.

**B. Character, Professional Competence, or Physical or Mental Health of an Individual; and/or Deployment of Security Personnel, Devices, or Systems**

At 6:16 p.m. a motion was made:

<sup>N</sup>(2) That the board meet in Closed Executive Session to consider character, professional competence, or physical or mental health of an individual. Approval was given to the motion on a vote of 5 to 1 with Mr. Clára voting “No”.

\*\* (Kennedy and Ford)

Present for Closed Session were Heather Bennett, Tiffany Sandberg, J. Michael Clára (left at 6:30 pm.), Melissa Ford (left at 6:30 p.m.), Katherine Kennedy, Kristi Swett, McKell Withers, Janet Roberts, Kristina Kindl, and Florence Vincent, board legal counsel from Prince, Yeates and Geldzahler.

Board members adjourned from the Closed Executive Session for character, professional competence, or physical or mental health of an individual at 6:44 p.m. and returned to the Board Business Meeting at 6:49 p.m.

**3. BOARD BUSINESS MEETING**

- President Bennett welcomed everyone to the meeting. She excused Rosemary Emery who was out of town, and Susan McFarland who was ill. She recognized the presence of Ana Park, representing the Salt Lake Education Association; Christine Marriott, representing the Salt Lake Association of School Administrators; Janet Clark, representing the Child Nutrition

Employees Association; and Cindy Mills, representing the Salt Lake Educational Office Personnel Association.

- Kathleen Bovo, daughter of the honorary diploma recipient, led the audience in reciting the Pledge of Allegiance to the Flag.
- President Bennett introduced Colin Nicholson, and presented him with an honorary diploma from West High School. Mr. Nicholson shared information regarding his military service during World War II which prevented him from graduating with his class in 1943.
- Vice President Sandberg read a proclamation declaring that May is Salt Lake City School District Employee and Volunteer Appreciation Month.

A. CONSENT AGENDA

<sup>N</sup>(3) A motion was made to approve the ten items included in the Consent Agenda. These items are listed below. Approval was given to the motion of a vote of 5 to 1 with Mr. Clára voting “No”.  
\*\*(Ford and Swett)

1. The Purchasing/Accounting Report, included a breakdown of items costing over and under \$50,000, increases to existing purchase orders, a payment voucher report that includes travel and professional expenditures, and the budget report for March 2016.
2. The Human Resources Department Report, included new contract employment for two employees, changes for four, and releases for one.
3. Minutes of the Board Business Meeting held April 5, 2016.
4. Minutes of the Special Board Meeting held April 18, 2016.
5. Minutes of the Special Board Meeting held April 19, 2016.
6. Minutes of the Special Board Meeting held April 21, 2016.
7. Minutes of the Special Board Meeting held April 25, 2016.
8. 2016-2017 Overnight and Extended Trips or Activities.
9. SLEA Contract Renewal.
10. Board Policies:
  - a. Policy G-11, Workplace Safety.
  - b. Policy G-21, Youth Suicide Prevention Programs.
  - c. Policy I-2, Graduation Requirements.
  - d. Policy I-6, School Year and School Calendar.
  - e. Policy P-8, Acceptable Employee Use of Internet, Computers, and Network Resources.
  - f. Policy P-9, Employee Background Checks and Self-Reporting.

Prior to voting, Mr. Clára asked that the Human Resource report be moved from the Consent Agenda to the Action Agenda. Board members discussed the 24-hour notice to have an item moved required by policy. They also discussed the relevance of Mr. Clára's concern to this specific consent agenda. President Bennett called the meeting to order and asked to return to the current agenda and vote on the motion. Mr. Clára left the meeting at 7:07 p.m.

B. REQUESTS TO SPEAK

There were no requests to speak.

C. REPORTS

1. Highlights from School Improvement Plans:

Indian Hills Elementary School. Dr. Earl Arnoldson, Principal of Indian Hills Elementary School introduced Stephanie Kinneberg, Kindergarten teacher; and Niki Evans and Missy Bergstedt, Co-PTA Presidents.

Dr. Arnoldson said the Hands on Science program he discussed in his last report is still going very strong. He shared SAGE data for Language Arts and Math over the last two years, which shows the scores are improving and moving in the right direction.

Ms. Kinneberg explained the Academic Enhancement Program which is a program unique to Indian Hills. It is known to the students as the "Excellent Eagle Award" and is a way for students to be rewarded for completing goals they set. The program is grade level specific and is designed to challenge students. Interventions are available to help lower achieving students. Some of the goals in the program can be achieved during school, while others are completed on students' own time.

Dr. Arnoldson said test scores show the Academic Enhancement Program to be effective. He also said because it is their own program it can be changed and adjusted as needed to ensure future success.

Ms. Evans and Ms. Bergstedt shared specific examples about how the Excellent Eagle Award has benefitted their students and provided them opportunities to grow academically, and to achieve a deeper level of learning.

Following the report, the group answered questions from the board. Dr. Arnoldson thanked the Indian Hills community for their professional service and the board for the opportunity to present.

D. DISCUSSION AGENDA

1. 2016-2017 District Budget Development. Janet Roberts talked about district tax rates. She said we anticipate assessed values will increase which means tax rates will go down. She said the board has talked about the possibility of moving the debt service levy to the capital local levy, which would cost taxpayers about \$4.00 more but would still result in a reduction of about \$5.00 overall. She said doing this would require the budget

to be approved in June and a Truth in Taxation Hearing to be held in August. She said the full budget documents are expected to be completed by the end of this week in anticipation of board approval at the Board Business Meeting on June 7, 2016. A Truth in Taxation Hearing date has been requested for August.

Ms. Roberts noted the "Executive Summary" section of the budget packet, and encouraged board members to familiarize themselves with the information. She also said the last section of the packet contains information she has collected on the priorities of the board and administration. She said a \$270,000 increase in the Urban Issues Fund could be used to pay for pre-kindergarten and Community Learning Center priorities, without using the growth money. Superintendent Withers said the district can move forward on contracts for those programs now. Board members agreed to move forward with providing contract positions with benefits for existing Pre-K instructors, and asked for data showing how Community Learning Centers support achievement.

Board members discussed items on the priority list and suggested having each board member prioritize the list further. They asked if items could still be added to the list, and expressed interest in keeping funds available to try new and innovative ideas when opportunities arise.

2. 2016-2017 School Improvement LAND Trust Plans. Brian Conley, Chief School Improvement Officer; Larry Madden, Chief Operations Officer; and School Leadership Support Directors Rebecca Pittam, Julie Atwood, Joann Price and James Martin presented updates on the 2016 -2017 School Improvement LAND Trust Plans.

Mr. Conley explained how to access the School Improvement Plans (SIP) through the district website. He answered questions from the board regarding the process used to create the plans using data from FY 2014-2015.

Mr. Conley said the plans should be living documents which are referenced during the year to focus on goals and progress. He said one way to improve plans would be to have 90-day plans that could be reviewed more frequently. He also said a 90-day plan would fit on one-page instead of the lengthy 3-4 page documents they currently use, which is a desire that has been expressed before. He said would do some research into other districts who are currently using smaller plans to see how they do it and what we can learn from them.

Superintendent Withers talked about the LAND Trust expenditure and explained the timeline the district is required to follow. Mr. Conley explained how he works with schools and School Community Councils to create the plans within the timelines. He said the goal is to make the plans more meaningful without making them more cumbersome.

Mr. Conley directed board members to a list of SIPs by school for board members to review. At the request of board members, he said he would e-mail an updated list with a column indicating which School Leadership Support Director was over each school.

E. ACTION AGENDA

There were no items on the Action Agenda.

F. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates:

New Laws. Superintendent Withers complemented Ms. Kindl on the efficient manner board policies and district administrative procedures have been updated based on new legislation. He also thanked the board policy subcommittee for their hard work. He expressed concerns with funding impacting at-risk students as a result of the way new laws have been interpreted by the State Office.

ESSA Regulations. ESSA Regulations are going through a review and comment period, and it appears there will be more flexibility and more state involvement. There have been large investments in SAGE and creating tougher standards; however, the state might rebid and abandon the program. Ms. Swett added USBA is working with NSBA to bring together state and school superintendents, board members, and business administrators to talk about ESSA and review the new book they have released. She will let everyone know the date of the meeting once it is available.

2. Other Reports. Superintendent Withers addressed comments about a need for checks and balances between the board and Superintendent. He said there are no legislative and executive branches of the district, and he is an employee of the board. He said he and Ms. Roberts are on the same team as the board, and are committed to a collaborative relationship acting in the best interest of students.

Following the Superintendent's report, Ms. Kennedy asked about the possibility of moving spring break to coincide with the University of Utah. Ms. Swett agreed and expressed interest in having the date remain consistent every year to accommodate family plans.

President Bennett updated the board on Dr. Cunningham's transition plan schedule. Board members discussed scheduling meeting with precincts, SCCs, administrators and others. Ms. Swett and Ms. Kennedy offered to help with the scheduling.

G. ADJOURNMENT

Following a motion by Ms. Swett, seconded by Ms. Sandberg, the meeting was adjourned at 8:25 p.m. The motion passed on a vote of 5 to 0, with Mr. Clára being absent at the time of the vote.

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Janet M. Roberts  
Business Administrator

lba

**Salt Lake City School District**  
**Addition to the Minutes of the Board Business Meeting 5/03/2016**

\*The Official Minutes of the Board Business Meeting held on May 3, 2016, will be posted upon approval by the Board of Education.

**OFFICIAL EXHIBITS OF BOARD MEETING**

Official exhibits provided to the board and made available to the public as part of the meeting agenda can be found [here](#).

**ADDITION TO THE MINUTES**

The Board of Education of Salt Lake City School District acts by vote of a majority of the board members in an open and public meeting. Statements by individual board members, in or out of board meetings, written, oral or in social media, do not necessarily represent the views of the majority of the board or any other board member. Nevertheless, out of respect to the elected office that each board member holds and consistent with state law and board policy, the board allows its members to attach to board meeting minutes any other information that any member requests. When the board votes to approve minutes, that vote signifies that the minutes are a correct record of what occurred and what was asked to be included in the minutes. It does not signify any individual board member's agreement with the substance of the content.

The following information was distributed in the public meeting of the board, and has been included in the minutes at the request of the board member(s):

Correspondence distributed by Michael Clára

[Agenda Item 2](#)