

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Business Meeting
and Closed Executive Session

December 1, 2015

The Board of Education of Salt Lake City School District met in a Board Business Meeting and Closed Executive Session at 6:31 p.m. on Tuesday, December 1, 2015, in the Board Room of the Administration Building, 440 East 100 South, Salt Lake City, Utah.

ROLL CALL

Members Present: Vice President Tiffany Sandberg, J. Michael Clára, Rosemary Emery, Melissa Ford, Katherine Kennedy, Kristi Swett (via electronic media from 8:10 p.m. – 8:29 p.m.), and Cristian Cortes, Student Member (leaving at 8:38 p.m.).

Members Excused: President Heather Bennett.

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; Craig Ruesch, Interim Executive Director, Human Resources; Barbara Kuehl, Chief Academic Officer; Brian Conley, Chief School Improvement Officer; Larry Madden, Chief Operations Officer; Christine Marriott, Director of Assessment and Evaluation and representing the Salt Lake Association of School Administrators; Mindi Holmdahl, Principal Horizonte Instruction and Training Center; Greg Maughan, Interim Principal, East High School; Susan McFarland, President, Salt Lake Education Association; Janet Clark, representing the Child Nutrition Employees Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; John Wilde, President, Building and Grounds Employee 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 December 1, 2015, six 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 Vice President Sandberg, who presided.

1. CLOSED EXECUTIVE SESSION

A. Litigation, Negotiations, and/or Property

There was no Closed Executive Session for Litigation, Negotiations, and/or Property.

B. Character, Professional Competence, or Physical or Mental Health of an Individual

There was no Closed Executive Session for Character, Professional Competence, or Physical or Mental Health of an Individual.

VOTE RECORD	AYE	NAY	ABSENT
BENNETT			X
CLÁRA	X		
EMERY	X		
FORD	X		
KENNEDY	X		
SANDBERG	X		
SWETT	3		1,2,4,5,6
A Absent	Ab Abstention	F Failed	
N "No" Vote	NA No Action	T Tabled	
W Withdrawn	*Unanimous Approval		
**Members Making Motion			

2. BOARD BUSINESS MEETING

- Vice President Sandberg welcomed everyone to the Board Business Meeting. She excused President Bennett and Board Member Swett who were traveling and said Ms. Swett would be joining them later via electronic media. She recognized the presence of Christine Marriott representing the Salt Lake Association of School Administrators; Susan McFarland, President, Salt Lake Education Association; Janet Clark, representing the Child Nutrition Employees Association; Cindy Mills, representing the Salt Lake Educational Office Personnel Association; and John Wilde, President, Building and Grounds Employee Association.
- William Webb, East High School student, led the audience in reciting the Pledge of Allegiance to the Flag.
- Melissa Ford introduced the East High School Football Team, State 4A Champions, and presented Coach Matich with a Certificate of Recognition. She expressed pride in watching the members of the team grow up and having their hard work rewarded with a championship. Coach Matich thanked the board for their recognition and support. He also thanked Interim Principal Greg Maughn for his support.

A. CONSENT AGENDA

^A(1) A motion was made to approve the eight items, including three of the four policies, in the Consent Agenda. These items are listed below. Item #8a, Policy G-1 District Leadership Team, was moved to the Action Agenda. Approval was given on a vote of 5 to 0 with Ms. Swett no yet present via electronic media.

** (Kennedy and Emery)

- 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 October 2015.
- The Human Resources Department Report, included new contract employment for two employees, changes for five, and releases for five.

3. Minutes of the Special Board Planning Meeting held October 26, 2015.
4. Minutes of the Board Study Session held November 3, 2015.
5. Minutes of the Board Study Session held November 17, 2015.
6. Approval of Foreign Exchange Student Agencies for 2016-2017.
7. Open Classroom Student Trip Request for 8th grade students to attend the Teton Science School in Jackson Hole, Wyoming, from April 18-22, 2016.
8. Board Policies:
 - a. Policy G-1, District Leadership Team. *This item was moved to the Action Agenda*
 - b. Policy, G-3, Wellness
 - c. Policy, G-5, Systematic Review of School Boundaries
 - d. Policy I-13, Alternative Language Services

B. REQUESTS TO SPEAK

1. Christine Marriott, Director of Assessment and Evaluation, addressed the board on the One-Time Bonus for Contract Employees. She spoke on behalf of the SLASA Executive Board in favor of the proposed \$500 bonus. She said they feel employees are deserving of recognition for their hard work and, in addition to showing support for families, it would help offset the insurance increase employees experienced this year.
2. Susan McFarland, President, Salt Lake Education Association, addressed the board on the One-Time Bonus for Contract Employees. She said teachers and support staff have willingly sacrificed during lean years with the promise of future reward when opportunity was available, and now is the time to give back to employees.
3. Stanly Ellington, Member of Utah Black Leaders Forum, addressed the board on the Reorganization of the Equity Department and the Student Achievement Plan. He expressed concerns, and asked the board to publish the 2014-15 school year growth target, and the formula used to establish the growth target. A copy of his statement has been added to the official minutes.
4. John Wilde, President, Building and Grounds Employee Association, addressed the board on the One-Time Bonus for Contract Employees. He said he has had the opportunity to observe many employees in different situations going above and beyond for students. He said it is clear to him employees are invested in the students and the district and he asked the board to invest in employees.

Vice President Sandberg thanked those who spoke. A few members of the audience expressed the desire to speak. President Sandberg explained the deadline for signing up had passed.

^(2) A motion was made to allow Jeanetta Williams from the National Association for the Advancement of Colored People (NAACP) the opportunity to speak. Approval was given the motion on a vote of 5 to 0 with Ms. Swett no yet present via electronic media.

** (Clára and Ford)

5. Jeanetta Williams, President, NAACP Salt Lake Branch, addressed the board on the Reorganization of the Equity Department. She said although the changes may have had good intentions, she feels they were poorly executed and would like a self-assessment done to rectify the situation. The NAACP would like to know how diversity, recruitment, advancement, retention, and evaluations are being done, and she asked the board to demonstrate progressive leadership that promotes diversity.
6. Archie Archuletta addressed the board on the Reorganization of the Equity Department and asked for reconsideration of the new policy. He said it is not too late to rescind the policy and asked that it be brought back to the community and the constituents to be looked at more closely and make sure what is in place is what is really wanted without even a whiff of racism.

Vice President Sandberg asked those who spoke to provide written comments in order for the board to respond. Board members asked about the plan to respond to these concerns. Superintendent Withers said the district has never ignored requests, and although further discussion was not on the agenda tonight, he would be happy to talk to anyone who would like to address any misunderstandings. Vice President Sandberg said this may go on the agenda in January.

C. REPORTS

1. Highlights from School Improvement Plans:

Horizonte Instruction and Training Center. Mindi Holmdahl, Horizonte Instruction and Training Center Principal, introduced David Chavez, Assistant Principal; Haloti Liavaa'a, Assistant Principal; Annie Brewer, Data Coordinator; Stacey Lindsay, Counselor; Kimball Young, College/Career Transition Specialist; Nathan Auck, Math Coach; Kenna Rodgers, ELA Coach; Velma Itamura, Science Coach; Alexis Castillo, Horizonte Student; Zabdiel Robles, Horizonte Student; Kevin Castillo, Horizonte Graduate.

Ms. Holmdahl said one of the goals at Horizonte is to remove barriers and provide opportunities to students. One way they do this is through the Advisory Program, which pairs students with an adult who is aware of their personal situation and can advocate for them. Past and present students shared their Advisory experiences with the board and explained how the program helped keep them on track, prepared them to succeed in college, and helped them to work through personal challenges.

Ms. Brewer told the board students who don't graduate with their class are counted in the statistics as drop outs, which is unfortunate because many of

them never stop attending school they simply need more time to finish. She said this summer Horizonte graduated 31 additional students through the credit recovery program.

Ms. Holmdahl said many of the students who graduate from Horizonte and move on to college are often the first in their families to do so. Horizonte offers a College Bridge class in partnership with Salt Lake Community College, to help prepare students for college, take advantage of scholarships, register for classes, and develop goals.

Ms. Holmdahl said this year Horizonte's staff has focused on becoming a Trauma Informed school, and has participated in as much training as possible about adverse childhood experiences. She said it is important to recognize behavior as communication, and understand negative behavior has a reason. She said it is important to hold students accountable, but not be punitive, and maintain a constant welcoming attitude for students. Vice Principal Liava'a elaborated, saying school may be the only place many of their students feel safe and it is important to have a supportive learning environment.

The coaches spoke about SAGE, and said it is not the best way for teachers to evaluate themselves because the "n" sizes are so small. They provided a handout explaining the test scores. A copy of the handout has been added to the official minutes.

The teachers and coaches spoke about the support they receive from PLCs. They said they have had the opportunity to record and review themselves teaching using iPads, which has been a great learning tool. They said the Student Learning Objective (SLO) focus has been on academic language, which is important for all students, not only second language learners. Academic language becomes an equity issue because students who comprehend it consistently achieve higher than students who don't. Teachers also work together to develop their own assessments to improve instruction. A handout outlining teacher focus was distributed. A copy of this handout has been added to the official minutes.

Ms. Holmdahl answered questions from the board. She thanked the board for the opportunity to present.

2. 2015 Graduation Rates.

Christine Marriott, provided a handout to the board explaining graduation coding and how graduation rates are calculated. She said even though the data isn't perfect, it's getting more accurate every year. The current coding method allows schools to compare data across states. The results won't be finalized until next week, and more accurate information will be available at that time. A copy of the handout has been added to the official minutes.

Ms. Marriott answered questions from the board and thanked board members for the opportunity to present.

D. ACTION AGENDA

1. One-Time Bonus for Contract Employees.

*(3) A motion was made to approve the \$500 one-time bonus for contract employees, based on FTE.

** (Emery and Clára)

Prior to approval of the motion board members discussed the available funds. Vice President Sandberg said providing a one-time bonus of this nature is not unprecedented, especially since the district will have \$500,000 remaining to spend this year after the bonuses are dispersed and will be able to utilize \$2 million annually after this.

In response to board questions, Ms. Roberts explained how the bonuses are allocated and why hourly employees would not be eligible. She also said contract employees have been negatively impacted by insurance increases.

Some board members felt this decision was rushed and even though employees should be recognized, they could be helped more by allocating the money toward the cost of insurance to bring those expenses down which would be more beneficial long term. It was clarified the use of the remaining \$500,000 didn't need to be determined at this meeting, and using this money in the future to reduce the cost of insurance was still an option that could be discussed in the future.

2. Any item transferred from Consent Agenda.

Policy G-1, District Leadership Team.

^{N/A}(4) A motion was made to approve Policy G-1, District Leadership Team
** (Ford and Emery)

Ms. Emery asked for the last paragraph of the policy to include the phrase "subject to board approval." Superintendent Withers said adding that statement could interfere with daily operations of the district, and may tie the hands of a future superintendent by having to wait until board meeting to act on certain things. He suggested sending the policy back to the subcommittee to allow for more time to carefully consider rewording.

^A(5) A substitute motion was made to return Policy G-1, District Leadership Team, to the Policy Subcommittee for review. Approval was given to the motion on a vote of 5 to 0 with Ms. Swett not present via electronic media.

** (Emery and Ford)

Prior to approval of the substitute motion board members asked for more information about committees that are required by statute to have decisions brought to the board versus what would change by adding a sentence making this subject to board approval. Board members asked questions about the length of this policy, noting it has much more detail than other policies. Ms. Ford said the reason is because this policy does not have Administrative Procedures to accompany it, so there is no other place to clarify information.

E. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates:

Governor's Budget Proposal. Superintendent Withers said the Governor's new budget proposal is not available yet. Once it is, he will forward the information to the board. He said conversation about the budget has been positive regarding resources and local control.

Proposed Legislation. Superintendent Withers said information, summaries, and updates about proposed legislation would be included in the Friday memo. He said "Every Student Succeeds Act" may be voted on as early as next week.

2. Other Reports:

Rose Park Thank You. Superintendent Withers thanked everyone who participated in the ribbon cutting ceremony for the new track at Rose Park Elementary. He also thanked Mike Williams, Jason Olsen, and community partners for their hard work in making it possible.

Ms. Emery provided three handouts with information regarding high school SAGE results, class size, and student proficiency data. She expressed disappointment over how much money is allocated to CTE. She said many of the career opportunities students are exposed to in the CTE classes require four year degrees that many students are not prepared to acquire based on the high percentage of students who are testing below proficiency standards. She said more money should go toward core subjects like language arts and math to lower class size and improve proficiency in these vital areas. She asked the board to consider taking time at a future meeting to address this issue. Copies of the handouts have been added to the official minutes.

G. ADJOURNMENT

Following a motion by Ms. Emery, seconded by Ms. Ford the meeting was adjourned at 8:49 p.m.

Janet M. Roberts
Business Administrator

lba

**Salt Lake City School District
Addition to the Minutes of the Board Business Meeting 12/01/2015**

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):

Stanley Ellington – Request to Speak:: Reorganization of the Equity
Department and the Student Achievement Plan
Horizonte School Report – 2015 Sage Scores
Horizonte School Report – Teacher Focus handout
2015 Graduation Rates – Information on Graduation Coding
And Graduation Rate Calculations
Class Size and SAGE data – distributed by Rosemary Emery
2014 Common Assessment Data – distributed by Rosemary Emery
High School FTE handout – distributed by Rosemary Emery

[Agenda Item B3](#)
[Agenda Item C1a](#)
[Agenda Item C1b](#)

[Agenda Item C2](#)
[Agenda Item E](#)
[Agenda Item E](#)
[Agenda Item E](#)