

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Business Meeting
and Closed Executive Session

November 3, 2015

The Board of Education of Salt Lake City School District met in a Board Business Meeting and Closed Executive Session at 6:30 p.m. on Tuesday, November 3, 2015, 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, Rosemary Emery, Melissa Ford, Katherine Kennedy, Kristi Swett, and Cristian Cortes, Student Member.

Also Present: Kathleen Christy, Assistant Superintendent, Educational Equity and Advocacy; Janet Roberts, Business Administrator; 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; Rebecca Pittam, Elementary School Leadership Support; Kenneth Grover, Director Career & Technology Education and Principal, Innovations Early College High School; Shelley Halverson, Director of Special Education and representing the Salt Lake Association of School Administrators; Christine Marriott, Director of Assessment and Evaluation; Principals Dahlia Cordova, Bennion Elementary School, and Nicole Warren, Rose Park Elementary School; Assistant Principal Claustina Mahon-Reynolds, Northwest Middle School; Interim Assistant Principal Greg Hogan, Washington Elementary 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; Jason Olsen, Public Information Officer; Allison Sisam, Business Administration Office; and others in the audience.

In accordance with the agenda prepared for the Board Business Meeting of November 3, 2015, seven 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. 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	X		
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

- President Bennett welcomed everyone to the Board Business Meeting. She excused Superintendent Withers, and recognized the presence of Susan McFarland, President, Salt Lake Education Association; Shelley Halverson 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. She also recognized the presence of Dr. Jackie Thompson, Director of Educational Equity for the Davis School District; Dr. Paula Smith, University of Utah; and community leaders Stanley Ellington, Josie Valdez, and Mark Wheatley.

- Greg Hogan led the audience in reciting the Pledge of Allegiance to the Flag.
- Assistant Superintendent Kathleen Christy announced November 16-20, 2015, the district will participate in a national initiative to encourage students to apply for college. During this week the high schools have been asked to set aside a window of opportunity for students to submit college applications. Volunteers will be available to help students with the application process, computers will be accessible, and fee waivers will be available for those students who may not be able to afford the application fee. Board Member Clára read 'A Proclamation of the Salt Lake City School District Board of Education' proclaiming November 16-20, 2015, as College Application Week in Salt Lake City School District.

A. CONSENT AGENDA

*(1) A motion was made to approve four of the six items, including four of the five policies, included in the Consent Agenda. These items are listed below. Items #A2, Human Resources Department Report; #A3, Minutes of the Board Business Meeting held October 6, 2015; and #A6a, Board Policy B1, Board of Education Legal Status, Responsibilities, and Ethics, were moved to the Action Agenda.

** (Kennedy and Swett)

- 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, the budget report for September 2015, and the School Financial Reports for Student Activities for the Three (3) Months Ended September 30, 2015.

2. The Human Resources Department Report, included new contract employment for six employees, changes for five, and releases for six. *This item was moved to the Action Agenda.*
3. Minutes of the Board Business Meeting held October 6, 2015. *This item was moved to the Action Agenda.*
4. Minutes of the Board Study Session held October 20, 2015.
5. New Joint Educator Evaluation Committee Member.
6. Board Policies:
 - a. Policy B-1, Board of Education Legal Status, Responsibilities, and Ethics. *This item was moved to the Action Agenda.*
 - b. Policy G-19, Discrimination, Harassment, and Retaliation Prohibited.
 - c. Policy G-20, Bullying, Cyber-bullying, Hazing, and Harassment.
 - d. Policy I-9, Testing.
 - e. Policy S-12, Equal Educational Opportunities for Students with Disabilities.

B. REQUESTS TO SPEAK

1. Shelley Halverson, Director of Special Education, addressed the board on the District Reorganization. She expressed appreciation for the opportunity to speak, and share the concerns of some members of SLASA regarding the reorganization, relative to the communications, process, and lack of diversity in the upper level of the district's leadership. She said feedback has been given to district leadership, they are waiting to see what comes of it, and they may or may not come back to the board to advocate for an increase in transparency and access to upper level positions for the district's administrators of color and other interested administrators.
2. Allison Crisher, Washington Elementary School 2nd grade teacher, addressed the board on Class Size. She spoke of a Bill passed in 2013 which stated K-3 classroom class size should not exceed 24 students. She said Washington's class size numbers are higher, and noted she has 32 students in her class. She asked the board what is being done to lower class sizes and what their plan is to retain high quality teachers in Title I schools.
3. Gregory Lucero, from Utah Against Police Brutality, addressed the board on use of police in the district. He questioned why, according to the district's own numbers, students of color face greater numbers of in-school discipline and law enforcement interaction that often puts them on the school-to-prison pipeline. He noted the higher number of resource officers in middle schools on the west side of the district, said the issue has been brought up before, and asked what steps are being taken to avoid this. He said he feels it is a serious issue given the diversity issue being raised tonight.
4. Josie Valdez, minority leader, addressed the board to express concern over the recent District Leadership Reorganization. She said the group she represents feels there has been flagrant disregard and non-compliance with Utah State Law. She said they feel the Superintendent has overstepped his authority, and the board has failed in its duty by not following the rules in their own policy and handbook. She asked the board to nullify the reorganization until State Law is followed, and to adhere to the handbook, which grants the

board the power to approve all appointments. A copy of Ms. Valdez's comments has been added to the official minutes.

5. Stanley Ellington, community leader, addressed the board on the District Leadership Reorganization. He said he is opposed to the repositioning of the Equity Department from the Assistant Superintendent level to a level below the Chief of School Improvement Officer, and requested the board cancel the District Leadership Reorganization proposal as declared. He said he feels repositioning the Equity Department will reduce the importance, reduce the scope of duties and responsibility for the program, will stifle the processes and activities, and will be perceived as dismantling the Equity Department. He asked the board to keep the Equity Department at its present organizational level or move it to a higher level of oversight, control, and advocacy. A copy of Mr. Ellington's comments has been added to the official minutes.
6. Dr. Paula Smith, University of Utah Department of Educational Leadership & Policy, addressed the board on the District Leadership Reorganization. She said the district needs administrators who can effectively address the needs of all students to ensure they are afforded the opportunity and access to educational equity. She said the need is even more pressing given Salt Lake City School District is a majority minority district with 57% of the student population identified as students of color. She said the district needs a fully functional and funded Equity Department. She asked two things, first the board mandate all hiring committees have representation from the communities they serve, and secondly the board eliminate superintendent appointments to district level positions to allow fair and open competition for these positions. She said there are administrators of color with the education, credentials, and experience, and they deserve to be considered. A copy of Dr. Smith's comments has been added to the official minutes.

President Bennett thanked those who spoke, said she appreciated their messages and their respectful nature, and invited them to submit their comments in writing. She said the board would be discussing the reorganization at the next board meeting on November 17, and invited them to come back to hear the discussion.

Board Member Clára said he endorsed the comments made tonight, and appreciated the community members for coming. He distributed a letter he had written, a copy of which has been added to the official minutes. Board Member Emery noted putting the item on the November 17 Board Study Session agenda would not allow the board to vote, which is why she had requested and hoped it would have been placed on tonight's agenda.

C. REPORTS

1. Highlights from School Improvement Plans:

Bennion Elementary School. Dahlia Cordova, Bennion Elementary School Principal, provided the board with a report from Bennion Elementary School. She introduced Julian Lopez, 1st grade student; Melanie Francis, resource teacher; Laura Bergen, 3rd grade teacher; Valerie Cantrell and Carly Winslow, 4th grade teachers; Elliot Lof, 5th grade teacher; Paul Sirstins, 6th grade teacher; Cami Munk, SCC Chair; and Rebecca Pittam, Elementary School Leadership Support; who were present to show their support and answer questions from the board.

Ms. Cordova thanked the board for the opportunity to report on Bennion and share what the school is doing to engage Bennion families and the community at large. She provided the board with the demographics of the school and faculty. She said 13 languages are spoken at Bennion, 81.9% of students are low income, and 84 students attend on special permits. She said they anticipate the enrollment to increase dramatically in 2016-17 based on housing developments near completion. She said in 2014-15 they focused on Special Education and English Language Learners. She said they were disappointed the science and English Language Arts scores dropped on the end of year SAGE tests, noted the increases in the math scores, and said DIBELS scores show consistent reading growth.

Ms. Cordova shared with the board their plans to ensure improvement. She said it is their goal to improve science and ELA scores. They will provide opportunities to students during Tier 1 and Tier 2 instruction, and are committed to holding weekly Professional Learning Communities (PLC) meetings. Teachers will discuss and be clear about what students should know, and what they should be able to do. Teachers will use formative assessments, analyze the data, identify student needs or gaps, and plan how to meet those needs in the classroom. Some of the programs used will include Early Steps and Next Steps, Utah Read volunteers, L.E.A.D., after school tutoring with certified teachers, and homework help five days a week in the Extended Day program. Instruction will be focused on student-centered learning that is equitable for all students. Teachers promote a safe environment, behavior expectations are clearly posted in all classrooms, and positive reinforcement is given to students.

Ms. Cordova said Bennion is engaging families by encouraging parents to be partners with the school in student learning. Bennion has an active School Community Council (SCC) and Parent Teacher Organization (PTO). One of the goals the SCC has set is to increase awareness and participation. They inform parents of activities, encourage them to volunteer if they are able, and are working to increase communication between the school and home. She said they have implemented a school-wide communication plan using the Class Dojo that electronically informs parents of their child's progress and upcoming activities on a regular basis. She said there are activities throughout the year to bring the families into the school. Art night showcases the work of the art grant Bennion receives. The next upcoming event is the AVID family night. She noted nearly all Bennion's staff has been trained in AVID strategies, and are implementing them in their classrooms. She said Bennion has an after school program that serves 190 students, which provides homework help, activities, field trips, and other programs. She told the board about the partnership with the Capital Church and the volunteers, donations, and incentives they have provided to the school. She also shared information on Bennion's new partnership with Nestlé Foods.

Ms. Cordova said, Bennion students have been richly blessed with wonderful, caring teachers, parents, and community members who want to make a difference in the lives of every student. She said Bennion's mission is to continue to bring everyone together to help assure that each and every student attending Bennion receives the highest quality education experience possible. In closing, she said Bennion's mantra is: Believe, Achieve, Succeed – if you believe, you will achieve it.

Following the report, they answered questions from the board and extended an invitation to board members to visit and see the great work happening at Bennion. On behalf of the board, President Bennett thanked them for the report and for all their efforts.

2. Open/Closed Designations for 2016-2017 Choice Enrollment. President Bennett reported all district schools will be designated Open for the 2016-2017 School Choice Enrollment. In response to a question that was raised, President Bennett said this has been the case in recent years and said she felt it was a good thing for the district and would allow for more choice.

D. DISCUSSION AGENDA

1. CTE Pathways – Past, Present, and Future. Ken Grover, Anne Martin, Connie Wycoff, and Tom Sachse provided the board with a presentation on CTE Pathways. Mr. Grover began by outlining the Federal requirements for the program. He said the increase in students taking CTE classes has resulted in an increase in add-on monies, and he noted those funds can only be used for CTE. Mr. Sachse went through what Career Pathways are, how the Pathways connect students to post-secondary education, and how they prepare students for college and/or careers. He also told board members how they provide opportunities for students while they are in high school, and talked about the partnerships with postsecondary institutions, businesses, and industry. Ms. Wycoff reported on key components of Career Pathways and the reasons for them. She said the Pathways are developed jointly, looking at what is best for students and what is needed by an industry. Ms. Martin went through what a Career Pathway looks like and what is required for a student to become a Pathway Completer. She told board members the district offers 33 of 55 state pathways in five of seven program areas of study, and shared some of the successes they have had over the past years. During the presentation, it was noted not all classes are offered at all the high schools, students will go to the school where the class is offered. It was also noted that many of the capstone classes for the Pathways are held at the CTE Center.

Following the presentation they answered questions from the board. In closing, Mr. Grover shared his strong feelings for the importance of the CTE program and the impact it has on students. President Bennett thanked them for the report and for the passion they have for the CTE program. Copies of the presentation and handouts that were distributed have been added to the official minutes.

E. ACTION AGENDA

1. Any item transferred from Consent Agenda.

Human Resources Department Report.

*(2) A motion was made that the board approve the Human Resources Department Report dated November 3, 2015.

** (Sandberg and Swett)

Mr. Clára said he has requested the item be moved from the Consent Agenda. He asked why the reorganizations that were announced were not included on the report. Ms. Roberts said they were unable to get the reorganization changes on the report before it was prepared.

Minutes of the Board Business Meeting, October 6, 2015.

*(3) A motion was made that the board approve the minutes of the Board Business Meeting held October 6, 2015, as amended by Motions #4 and #5.

** (Sandberg and Kennedy)

Mr. Clára said he had requested the minutes be moved from the Consent Agenda in order to propose two changes. He said the first change he would like to propose is on the Action Agenda, Minutes of the Board Business Meeting held September 1, 2015, Page 5, Item E1, paragraph 2. He said he felt it should reflect that Ms. Emery was the board member and not just say 'A board member.'

*(4) A motion was made to change the Minutes of October 6, 2015, Page 5, Item E1, paragraph 2: to read "Ms. Emery, who had opposed ..."

** (Clára and Emery)

Mr. Clára said the second change he would like to discuss is on the Superintendent's Report, Miscellaneous Updates, Page 9, Item F1, 2nd sentence. He said he had reviewed the audio of the meeting and did not feel the Superintendent had "shared the transition plans for Administration ..." Board members briefly discussed the issue and the following motion was made.

*(5) A motion was made to change the Minutes of October 6, 2015, Page 9, Item F1, to read "... He said that the transition plan for administration would focus on student learning, and the organizational structure will focus on the Student Achievement Plan..."

** (Bennett and Kennedy)

Board Policy B-1, Board of Education Legal Status, Responsibilities, and Ethics.

*(6) A motion was made that the Board approve Board Policy B-1, Board of Education Legal Status, Responsibilities, and Ethics.

** (Swett and Sandberg)

Mr. Clára said he had requested the item be moved from the Consent Agenda. He said the policy had been returned to the Policy Subcommittee for consideration of two items. One of the changes had been included in the revision and the other had not, and he questioned the rationale for not including the second change in the revisions. Members of the Policy Subcommittee said they had considered the change but felt the suggested change is included word for word in the references to the policy.

F. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates. Assistant Superintendent Kathleen Christy told board members it was a pleasure to sit with them tonight on behalf of the Superintendent.
2. Other Superintendent Reports.

Board member Emery said she had been asked how Lincoln Elementary School's address could be changed to reflect how the new school will be facing. Ms. Roberts said Paul

Schulte, Executive Director of Auxiliary Service, would work with the city to help the school with the change.

In response to a concern raised by board member Emery over the materials used in artificial turf fields, Ms. Roberts said each of the district's 3 high school has artificial turf and she does not anticipate any additional requests for fields to come to the board at this time.

Board member Emery asked if CBTU data could be separated out from Bryant Middle School. Ms. Kennedy said she had asked Misty Suarez, Director of Student Services, this question and was informed it cannot be separated for reporting to the state, but separate reports can be provided for the school to use.

President Bennett reminded board members they had talked about a committee to look at proposals received from the RFP for Professional Search Services for a New Superintendent of Schools. She asked board members to let her know their interest in being on the committee. The general consensus was there should be two board members, Joe Bryant and an additional community member. She suggested talking with Mr. Bryant to see if he had any recommendations for someone in the community with expertise in the area.

G. ADJOURNMENT

Following a motion by Ms. Kennedy, seconded by Ms. Sandberg, the meeting was adjourned at 9:10 p.m.

Janet M. Roberts
Business Administrator

aps

Salt Lake City School District
Addition to the Minutes of the Board Business Meeting 11/03/2015

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):

Josie Valdez - Request to Speak: District Leadership Reorganization	Agenda Item B4
Stanley Ellington – Request to Speak:: District Leadership Reorganization	Agenda Item B5
Dr. Paula Smith – Request to Speak:: District Leadership Reorganization	Agenda Item B6
Letter distributed by Board Member Clára	Agenda Item B
CTE Pathways – presentation	Agenda Item D1
CTE Handout	Agenda Item D1a
CTE Handout – Utah's Five-Star Occupations	Agenda Item D1b