

THE BOARD OF EDUCATION OF SALT LAKE CITY SCHOOL DISTRICT

Board Business Meeting  
and Closed Executive Session

June 3, 2014

The Board of Education of Salt Lake City School District met in a Board Business Meeting and Closed Executive Session at 5:37 p.m. on Tuesday, June 3, 2014, in the Board Room of the Administration Building, 440 East 100 South, Salt Lake City, Utah.

ROLL CALL

Members Present: President Kristi Swett, Vice President Heather Bennett, J. Michael Clára, Rosemary Emery, Dr. Douglas Nelson, Tiffany Sandberg (arriving at 6:10 p.m.), and Laurel H. Young (via electronic media).

Members Excused: Lavenita Vaitai, Student Member.

Also Present: Superintendent McKell Withers; Janet Roberts, Business Administrator; Patrick Garcia, Associate Superintendent School Support; Kristina Kindl, Director of Policy and Legal Services; Craig Ruesch, Interim Executive Director Human Resources; Kenneth Grover, Director Career & Technology Education and High School Support; Alan Kearsley, Director of Finance; Michael Williams, Director of Development and External Relations; Susan McFarland, President, Salt Lake Teachers Association; Ricky Martinez, President, Buildings & Grounds Employee Association; Janet Clark, representing the Child Nutrition Employees Association; Jason Olsen, Public Information Officer; Lisa Schencker, *Salt Lake Tribune*; Katherine Kennedy, School Board Candidate for Precinct #3, Mark Maxfield, School Board Candidate for Precinct #4, Allison Sisam, Business Administration Office; and others in the audience.

In accordance with the agenda prepared for the Board Business Meeting of Tuesday, June 3, 2014, eight motions were made, including a motion to approve the revised budget for the fiscal year 2013-14, the proposed budget for the fiscal year 2014-15, and the 2014-15 property tax rate. 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 Swett, who presided.

1. CLOSED EXECUTIVE SESSION

At 5:37 p.m. a motion was made, after which members excused the audience and remained in the board room:

△(1) That the board meet in Closed Executive Session to consider litigation, negotiations, property, and personnel items. Approval was given to the motion on a vote of 6 to 0 with Ms. Sandberg absent at the time of the vote.

\*\* (Young and Nelson)

Present for Closed Session were Kristi Swett, Heather Bennett, J. Michael Clára, Rosemary Emery, Dr. Douglas Nelson, Tiffany Sandberg (arriving at 6:10 p.m.), Laurel H. Young (via electronic media), McKell Withers, Janet Roberts, Patrick Garcia, Kristina Kindl, and John Robson, board legal counsel from Fabian Attorneys at Law.

Board members adjourned from the Closed Executive Session at 6:30 p.m. and returned to the Board Business Meeting at 6:37 p.m.

VOTE RECORD	AYE	NAY	ABSENT
BENNETT	X		
CLÁRA	X		
EMERY	1,2,3,4,5,6,8	7	
NELSON	X		
SWETT	X		
SANDBERG	2,3,4,5,6,7,8		1
YOUNG	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 Swett welcomed everyone in the audience. She recognized the presence of Alan Kearsley, representing the Salt Lake Association of School Administrators, Susan McFarland, President, Salt Lake Teachers Association, Janet Clark, representing the Child Nutrition Employees Association, and school board candidates Katherine Kennedy and Mark Maxfield. She told the audience the board would begin their meeting and at precisely 7:00 p.m. the Public Hearing on the 2014-15 Annual Budget would begin.
- Lynne Maxfield, East High School Teacher, led the audience in reciting the Pledge of Allegiance to the Flag.
- Due to her absence, the board will recognize Lavenita (Lavender) Vaitai, for her service as the 2013-14 Student Board Member at the June 17 Board Study Session. President Swett noted Josh Whisenant, Highland High School student, will be joining the board in July as the 2014-15 Student Board Member.

**A. CONSENT AGENDA**

\*(2) Approval was given to nine of the ten items, including ten policies, included in the Consent Agenda. Tthese items are listed below. Item #6 – Utah Consolidated Achievement Plan (UCA) for 2014-2015 was moved to the Action Agenda.

\*\* (Nelson and Sandberg)

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 April 2014.
2. The Human Resources Department Report, included new contract employment for two employees, changes for one, and releases for 73.
3. Minutes of the Board Business Meeting held May 6, 2014.

4. Minutes of the Board Study Session held May 20, 2014.
5. Required Board Resolution for the Utah Retirement System. Required Board Resolution for 39 employees who are required to contribute to the Utah Retirement System.
6. Utah Consolidated Achievement Plan (UCA) for 2014-2015. Salt Lake City School District's 2014-15 Utah Consolidated Achievement Plan. *This item was moved to the Action Agenda.*
7. Annual Review of Approved Resources for Human Sexuality Education. Annual certification of the Salt Lake City School District's compliance with Utah Administrative Code R277-474, School Instruction and Human Sexuality.
8. Annual Review and Approval of the Rental Fee Schedule.
9. Revised 2014-2015 Board Meeting Schedule.
10. Board Policies:
  - a. Policy C-4, Community Use of Facilities.
  - b. Policy F-1, Accounting.
  - c. Policy G-6, Child Nutrition Food Service Management.
  - d. Policy G-10, Safe, Secure, and Efficient Facilities.
  - e. Policy G-19, Discrimination, Harassment, and Retaliation Prohibited.
  - f. Policy G-21, Youth Suicide Prevention Programs.
  - g. Policy I-1, Basic Educational Program.
  - h. Policy I-6, School Year and School Calendar.
  - i. Policy I-9, Testing.
  - j. Policy I-20, School Publications.

#### B. REQUESTS TO SPEAK

There were no requests to speak.

#### C. PUBLIC HEARING ON 2014-2015 BUDGET

At 7:00 p.m. President Swett opened the Public Hearing on the 2014-15 Budget.

- Requests to Speak on 2014-15 Budget.

There were no requests to speak on the 2014-15 Annual Budget.

#### D. BOARD ACTION ON BUDGET

1. Approval of 2014-2015 Annual Budget.
  - a. Revised Budget for 2013-2014
  - b. Budget for Fiscal Year 2014-2015
  - c. 2014-2015 Proposed Tax Rate

\*(5) A motion was made that the Board approve the written resolution to adopt the 2014-15 Annual Budget, which resolution is as follows.

\*\* (Nelson and Sandberg)

A resolution approving the revised budget for the Fiscal Year 2013-14 as it has been presented to the Board of Education during this meeting on June 3, 2014. Also, approving the budget for the Fiscal Year 2014-15 as it has been presented to the board on this date. Also, approving an increase to the property tax rate necessary to generate \$6.8 million. This rate shall exceed the certified tax rate that will be set by the Salt Lake County Auditor. Also, authorizing any budget adjustments necessary to reflect funds received from the Tax Rate and committing the budgeted amount of the board local discretionary levy to the Special Programs Fund and Capital Reserve Fund.

President Swett said after the budget and tax rate have been approved, the board will consider options for the \$6.8 million. Superintendent Withers further noted approval of the proposed tax rate would necessitate holding a Truth in Taxation Hearing in August.

Following approval of the budget, Ms. Young expressed appreciation to Ms. Roberts and her staff for all their efforts. A copy of the 2014-15 Annual Budget and the Resolution have been added to the official minutes.

Board members returned to the motion on the floor to accept the 2014-15 School Improvement and LAND Trust plans.

Following the Action Agenda, board members returned to the discussion of budget options. Janet Roberts distributed a handout titled "2014-15 Budget Development" dated June 3, 2014. A copy of the handout has been added to the official minutes. She said the handout was the same as the one distributed at the May 20 Board Study Session, with the exception of the section "Employees" on the Ongoing Budget Items, which was modified to include negotiation items on each of the Proposed Budget Option scenarios. Superintendent Withers said tentative agreements have been reached with all groups, and he anticipates the agreements will be brought to the board for approval at the June 17 Board Study Session.

Board members discussed the various Class Size Ratio options and expressed their preferences and rationale. At the board's request, Superintendent Withers polled principals regarding the board's desire to invest \$2.6 million to reduce class size. He reported 14 elementary, 3 middle schools, and 1 high school had indicated a preference to receive additional FTEs; 13 elementary, 3 middle, and 2 high schools would prefer to receive additional discretionary dollars. He said all elementary schools were interested in additional full day kindergarten classes, but were not sure all of their parents would choose the full-day option. He also said there was universal interest in the science coach pilot and investing more dollars in technology. Ms. Emery and Mr. Clára said they did not support the option to provide discretionary dollars instead of FTEs. Ms. Roberts also expressed concern that discretionary dollars could get lost amongst the discretionary funds currently being provided, and said it would not be as easy to communicate to the public what the additional \$6.8 million was used for.

During the discussion Superintendent Withers distributed handouts for East, Highland, and West that included fall, mid-year, and end-of-year enrollment numbers in the core classes. Ms.

Emery also distributed a handout titled "Class Size" that showed the number of core teachers at East, Highland, and West with over 180 students for the past three years. Copies of both handouts have been added to the official minutes. Board members briefly discussed the complexity of the issues at the high schools, and it was noted the high school principals would be coming to the June 17 Board Study Session to discuss numerous issues, including class size, teacher load, schedules and flexibility. Some of the rationale cited by board members relative to increasing FTEs at the high schools included there are other ways to affect class size and class loads than increasing FTEs; the effect the schedule has on class size is far greater than the impact of the FTEs the board can provide; and the class size in core classes will continue to be high until high schools are asked to prioritize their schedules to even out class size in core classes.

Following the board's discussion, the following motion was made:

N(7) A motion was made that the board adopt the "tan model" for implementation in the budget. Approval was given to the motion on a vote of 6 to 1 with Ms. Emery voting "No".

\*\* (Clára and Nelson)

Following approval of the motion it was noted the motion was giving staff direction on how to proceed and would not become final until after the Truth in Taxation hearing in August. President Swett thanked the board for their comments and thoughtful discussion. She said board members will continue to discuss and consider options for one-time budget items.

#### E. DISCUSSION AGENDA

##### 1. Board Policies:

a. Policy P-5, Work Place Violence. Kristina Kindl addressed the proposed revisions to Policy P-5. She said because the policy applies to all individuals on school premises and not just employees, the Policy Subcommittee is recommending it be reclassified as a G (General) Policy. She said proposed revisions include stronger language and specifically states a zero tolerance for workplace violence. She said the revisions are not in violation of Utah's concealed permit or open carry policies, and will allow for removal of an individual if there is a cause for concern and substantial disruption. She also noted in keeping with the new format, the definitions will be moved to the Administrative Procedures. Following a brief discussion, the Policy Subcommittee will revise the policy to include the language "learning and working environment" instead of "work place." The policy will be brought back on the Consent Agenda at the June 17 Board Study Session.

b. Policy P-10, Educator Evaluations. Kristina Kindl reported Policy P-10 is a new policy that reflects the changes in state law relative to educator evaluations. She said the language in the policy comes from the Educator Collaborative Assessment Program (ECAP) handbook and requirements from State Statute and Administrative Rules. She said the policy was reviewed by SLTA. In response to a question that was raised, she said the proposed policy was also provided to SLASA for their input and will apply to all licensed educators. The policy will be brought back on the Consent Agenda at the June 17 Board Study Session.

#### F. ACTION AGENDA

1. 2014-2015 School Improvement and LAND Trust Plans.

\*(3) A motion was made that the board accept the 2014-15 School Improvement and LAND Trust Plans.

\*\* (Sandberg and Bennett)

A concern was raised that the plans did not address the responsibility and accountability piece for coaches, and a desire was voiced that the coaches need to be held responsible within the plans in the same manner as teachers. Mr. Garcia told the board in many of the plans coaches are included in the strategies as a support for schools and individual educators. Another board member said they felt accountability for coaches was more a function at the district level than individual schools, and it was noted the base philosophy behind coaching is to be a support to help teachers become better at their profession.

\*(4) A motion was made to suspend the vote until after the Public Hearing.

\*\* (Sandberg and Bennett)

Following the Budget Hearing and approval of the budget, board members returned to the 2014-15 School Improvement and LAND Trust Plans.

Prior to voting to accept the 2014-15 School Improvement and LAND Trust Plans, board members talked about the varying degrees of parent participation in the process. One suggestion made was for board members to forward observations of those schools needing more parent support to School Support staff as they begin working with new principals. Another suggestion was for board members to share information on the annual shared governance training with parents and to encourage them to attend. Board members talked about the importance of having the principal, faculty, and parents working together, the need for more training for principals, and the importance of schools reaching out to the community and being flexible in holding SCC meetings at times that will better accommodate parent participation. Determining ways the board can better support SCCs was suggested as a possible agenda item for the Annual Planning/Study Session in July. Board members again requested they be included in the notifications of SCC meetings, and that SCCs be reminded to post their meeting dates, agendas, and minutes.

President Swett and Vice President Bennett expressed their appreciation to the School Support staff for the great job they are doing to facilitate schools meeting and collaborating to share best practices. They further expressed their appreciation for the new School Improvement Plan template and said they feel the work at the schools was more directed to meeting student needs. Complete copies of the Plans have been added to the official minutes.

2. Other Action Items.

Utah Consolidated Achievement Plan (UCA) for 2014-15. Item #A6 from the Consent Agenda.

\*(6) A motion was made that the board approve the Salt Lake City School District Utah Consolidated Achievement Plan (UCA) for 2014-15.

\*\* (Young and Nelson)

Mr. Clára said he had requested the UCA be moved from the Consent Agenda because of the different approaches at the schools towards closing the achievement gap. He said he does not feel there is a lot of support district-wide and he supports the creation of a new position for an Associate Superintendent of Educational Equity & Diversity which would allow the district to support efforts district-wide, instead of patch work at individual sites. He distributed a letter and supplemental information stating his support and outlining how the idea for the position had developed. A copy of the letter and supplemental information has been added to the official minutes. After a brief discussion Mr. Clára said he does not object to the goals, his concern is not all the things the applications includes are happening, and he feels there is a solution.

#### G. SUPERINTENDENT'S REPORT

1. Miscellaneous Updates:

New Laws and State Rules. Superintendent Withers noted the State Board's revised agenda he had forwarded to board members. He encouraged them to look at the ESEA waiver and graduation requirements which have changed slightly.

Topics for Annual July Planning Session. President Swett said she would anticipate continued discussion on the graduation and dropout rates and the high school schedule at the Annual July Planning Session, but would like the major focus to be the Student Achievement Plan. She noted the current plan will be in its final year and a new plan would go into effect for 2015-16. She said decisions need to be made on how to reach out to the community and what information the board would like to have brought back to them. She suggested the directors of each of the Essentials be asked to attend the meeting. Superintendent Withers distributed a copy of the one-page handout for the 2004-09 Student Achievement Plan and the Eight Essential of a Learning Community and the one-page handout for the 2010-15 Student Achievement Plan that combined the major Essentials of Curriculum, Instruction, & Assessment surrounded by the five supporting Essentials. A copy has been added to the official minutes. President Swett asked board members to send her or Vice President Bennett other items they would like to have placed on the agenda for the Planning Session.

2. Other Superintendent Reports. Superintendent Withers announced the graduations held last night for Innovations High and Salt Lake Center for Science Education and the Salt Lake School for the Performing Arts graduation being held tonight. President Swett said the speeches had been amazing last night and thanked Barbara Kuehl for attending the School for the Performing Arts graduation on behalf of the board.

Superintendent Withers reported on the Tesoro partnership with West High School. He said the partnership will be \$80,000 this first year and will be for a ten year period. He said Thursday Lumina will publically announce the partnership with the City, district, and University of Utah. Also, the Fuel Your School campaign from Chevron that provides grants to teachers will be continuing,

Superintendent Withers announced Innovations Early College High School student, Alexis McClain has been named a recipient of a T.H. Bell Incentive Loan; and East High student, Bonnie Bennett, was named a national winner for the Daughters of the American Revolution Essay Contest.

H. ADJOURNMENT

Following a motion by Ms. Emery, seconded by Ms. Sandberg, the meeting was adjourned at 8:35 p.m.

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Janet M. Roberts  
Business Administrator

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