



BOARD OF EDUCATION MEETING

92 Lodestone Way – Tooele, Utah

Tuesday, November 12, 2024

THESE MINUTES WERE APPROVED AT THE DECEMBER 10, 2024 BOARD MEETING.

The public Session was held in the boardroom at the district office.

Board Members Present:

Robert Gowans, Emily Syphus, Melissa Rich, Scott Bryan, Julia Holt, ValaRee Shields, Elizabeth Smith (arrived at 5:26 pm)

Administration Present:

Superintendent Ernst, Lark Reynolds, Jackie Gallegos, Marissa Lowry, Brett Valdez, Charles Hansen, Brad Hranicky, Dr. Jeff Hamm, Dr. Cody Reutzel, Robert Curfew, Angie Gillette, Terry Christensen, Dr. Sarah Jarnagin, Heather Castagno, Andy Peterson,
Excused: Dustin Nelson

President Rich conducted the meeting. Notice of the time, place, and agenda had been given to the Transcript-Bulletin and each member of the governing body more than two days before the meeting. The agenda was also published on the Utah Public Access Website. Support documentation for this meeting can be reviewed at: <https://www.boarddocs.com/ut/tooelesd/Board.nsf/Public>

1. Executive Session (Closed to the Public)

1.1 Personnel / Negotiations / Property / Litigation

MOTION:

Enter executive Session held in the executive conference room at the district office to discuss:

- Collective Bargaining
- Pending or reasonably imminent litigation
- Purchase, Exchange, or Lease of Real Property and
- Character, professional competence, or physical or mental health of an individual

Motion by Julia Holt, second by Emily Syphus

Final Resolution: Motion Carries

Vote by Name:

Yea ValaRee Shields
Yea Scott Bryan
Yea Emily Syphus
Yea Julia Holt
Yea Robert Gowans
Yea Melissa Rich

MOTION:

Motion at 5:58 pm to adjourn Executive Session and reconvene Open Session in the boardroom at 6 pm.

Motion by Scott Bryan, second by ValaRee Shields

Final Resolution: Motion Carries

Vote by Name:

Yea Robert Gowans
Yea Melissa Rich
Yea Elizabeth Smith
Yea Scott Bryan
Yea Emily Syphus
Yea ValaRee Shields
Yea Julia Holt

2. Business Meeting, 6 pm (Start of Public Meeting)

2.1 Welcome and Pledge of Allegiance

President Rich called the business meeting to order in the boardroom at 6:01 pm and led the Pledge of Allegiance.

3. Recognition and Good News

3.1 District Recognition for Employee of the Month-Rose Springs Elementary

Principal Kelly Hranicky recognized the following employees:

- Lucy Oaks, 6th Grade Student, Student of the Month
- Shelley Tracey, Lunchroom Manager, Support Professional Employee of the Month
- Karina Nativa, 3rd Grade DLI Teacher, Certified Employees of the Month
- Katie McCarty, District Volunteer of the Month

3.2 School Presentation

Principal Kelly Hranicky shared a short video of students sharing what they love most about Rose Springs Elementary.

3.3 Recognition of Student Winner of Christmas Card Drawing

Principal Burge recognized Joseph Avalos, an Overlake Elementary student whose artwork was selected for this year's Christmas Card Art contest. The winning Christmas drawing was featured on the District Christmas Card.

4. Open Forum (Limited to three minutes per individual and a total of 30 minutes for all comments. To speak, sign up at the clerk's desk prior to the start of the open forum.)

4.1 Patron Comments

- Lisa Johnson, who spoke on behalf of TEA, thanked the board members for attending the meet the candidates. She also thanked the Board for the time given to teachers for GVC.

5. Consent Items (Routine items not requiring public discussion by the Board may be adopted by one single motion. A Board member may request to remove an item from the consent agenda for individual discussion and consideration.)

5.1 Minutes

5.2 Disbursement Report

5.3 Expenditure Report

5.4 Revenue Report

- 5.5 Personnel Decisions
- 5.6 Financial Reports
- 5.7 Policy
- 5.8 Student Bullying Audit Report
- 5.9 Athletic Finances Audit
- 5.10 Surplus
- 5.11 Community Council Waiver for Ibapah Elementary
- 5.12 Vote on Consent Items

MOTION:

Approve consent items as presented

Motion by Robert Gowans, second by ValaRee Shields

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6. Action Items

6.1 Tooele High School Travel (Pulled)

This item was pulled from the agenda.

6.2 Positive Behaviors Plan

Heather Castagno, Student Services Director, and Julie Spindler, Prevention Director, presented the Positive Behavior Plans developed in response to House Bill 58. Each school received funding to proactively address student substance use by promoting positive behaviors. The plans emphasized Positive Behavior Interventions and Supports (PBIS), Social Emotional Learning (SEL), and initiatives like Tough Kids Toolbox, CHAMPS, and the AWARE Grant, alongside attendance goals and various prevention programs. Principals created and designated Positive Behavior Specialists to implement these plans in each school.

MOTION:

Approve the Positive Behavior Plans as submitted

Motion by ValaRee Shields, second by Emily Syphus

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.3 Revised Policy 4029, Use of District Email for Political Purposes, 1st Read

Toni Garn, Assistant Director of Human Resources, presented revisions to Policy 4029: Use of District Email for Political Purposes—the proposed updates aligned with current state codes and model policy. Key changes specified that the district email system could not be used to solicit campaign contributions or to advocate for or against any initiative, proposed referendum, or referendum.

MOTION:

Approve revised policy 4029, Use of District Email for Political Purposes for implementation.

Motion by ValaRee Shields, second by Elizabeth Smith

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.4 New Policy, Conflict of Interest-Employees, 1st Read

Toni Garn, Assistant Director of Human Resources, presented a new Employee Conflicts of Interest policy to the Board, aligning with the current state code and the USBE model policy. The policy addressed ethical conduct and responsibilities for employees.

MOTION:

Approve the new policy, Employee Conflict of Interest, for implementation.

Motion by ValaRee Shields, second by Elizabeth Smith

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.5 Revised Policy 5050 Transgender Students, 1st Read.

Heather Castagno, Director of Student Services, presented revisions to Policy 5050, Transgender Students, to the Board. The changes aligned with the Utah Code and the USBE model policy, addressing definitions, record-keeping, and procedures for accommodating transgender students.

MOTION:

Move revised policy 5050, Transgender Students, forward for a second read.

Motion by Robert Gowans, second by Elizabeth Smith

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.6 Revised Policy 5049, Child Nutrition Program Financial Rights and Responsibilities, 1st Read

Casey Kress, Director of the Child Nutrition Program, presented revisions to Policy 5049, Child Nutrition Program Financial Rights and Responsibilities. The proposed changes aimed to update and clarify program guidelines and responsibilities related to financial management within the district's Child Nutrition Program.

MOTION:

Approved revised policy 5049, Child Nutrition Program Financial Rights and Responsibilities for implementation.

Motion by Elizabeth Smith, second by ValaRee Shields

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.7 Revised Policy 2001, Superintendent of Schools, 1st Read

Terry Christensen, Director of Policy, Property, and Legal Affairs, presented revisions to Policy 2001, Superintendent of Schools. Key updates included a provision designating the Superintendent as the district's budget officer, an expanded section detailing the Superintendent's responsibilities, an added requirement for taking an oath of office, and a prohibition on automatic contract renewal. These changes were designed to align with current standards and state requirements. During the discussion, Member Bryan suggested that the policy be revised to require five board members to take action to terminate the Superintendent, aligning it with Policy 2002, which states that it takes two-thirds of the Board to vote to terminate the Business Administrator.

MOTION:

Approve revised policy 2001, Superintendent of Schools for implementation with modification of it requires five board members rather than the 4 indicated to take action.

Motion by Scott Bryan, second by Emily Syphus

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.8 Revised Policy 2002, Central Office Administrators, 1st Read

Terry Christensen, Director of Policy, Property, and Legal Affairs, presented revisions to Policy 2002, Central Office Administrators. Key updates included requiring the Board to appoint all District administrators upon the Superintendent's recommendation. The Superintendent would provide a new recommendation if a candidate was not accepted. The process for recommendations involved input from an Administrative Recommendation Committee consisting of two board members, a principal, two teachers, two patrons, and, when applicable, the building principal.

MOTION:

Approve revised policy 2002, Central Office Administrators for implementation.

Motion by ValaRee Shields, second by Elizabeth Smith

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.9 New Policy Board of Education: Conflicts of Interest, 2nd Read

Terry Christensen, Director of Policy, Property, and Legal Affairs, presented the new policy titled Board Members – Conflicts of Interest for a second reading. This policy was developed in response to the Utah Code 67-16-4, which outlines the responsibilities of board members to identify and disclose any potential conflicts of interest. The policy mandates that these disclosures be made annually to ensure transparency and compliance.

MOTION:

Approve new policy, Board of Education-Conflicts of Interest, for implementation.

Motion by Scott Bryan, second by Emily Syphus

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

6.10 New Policy, Participation in Sex-Designated Athletic Activities, 1st Read.

Catham Beer, Activities Director, presented a new policy titled Participation in Sex-Designated Athletic Activities. This policy outlines guidelines for participation in athletic activities based on biological sex and aligns with the Utah Code.

MOTION:

Move the new policy, Participation in Sex-Designated Athletic Activities, forward for a second read.

Motion by ValaRee Shields, second by Robert Gowans

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

- 6.11 Revised Policy 5025, Elimination of Sex Discrimination in Athletic Programs, 1st Read
Catham Beer, Activities Director, presented revisions to Policy 5025, Elimination of Sex Discrimination in Athletic Programs; the revisions aligned the policy with the state code and the USBE model policy. The revised policy requires an annual report to the Board outlining the interscholastic sports available at all district schools. This report will include both gender-designated and mixed-gender sports, supporting compliance with regulations and promoting equity in athletic programs.

MOTION:

Move revised policy 5025, Elimination of Sex Discrimination in Athletic Programs, to a second read.

Motion by ValaRee Shields, second by Robert Gowans

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

- 6.12 Revised Policy 5045, Athlete and Student Concussion and Traumatic Head Injury, 1st Read
Catham Beer, Activities Director, presented revisions to Policy 5045, Athlete and Student Concussion and Traumatic Head Injury, aligning with state code and the USBE model policy. The updates included a comprehensive list of definitions, revised requirements for student and athlete participation following a concussion, and enhanced documentation protocols for head injuries. The revised policy also addressed concussion and head injury management during free play and introduced "return to learn" guidelines to support students' safe return to academic activities. Additionally, it specified that students must provide a note from a district-approved provider trained in concussion management to be cleared for return to learn and play.

MOTION:

Move revised policy 5045, Athlete and Student Concussion and Traumatic Head Injury, forward for a 2nd Read.

Motion by ValaRee Shields, second by Robert Gowans

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

- 6.13 Revised Policy 5024, Eligibility for Extracurricular Participation, 1st Read
Catham Beer, Activities Director, presented revisions to Policy 5024, Eligibility for Extracurricular Participation. The revisions reflected the current state code and the USBE model policy. They included provisions addressing students' eligibility to participate in district extracurricular activities from charter schools, homeschools, or private schools.

MOTION:

Move Revised Policy 5024, Eligibility for Extracurricular Participation for a second read.

Motion by ValaRee Shields, second by Robert Gowans

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields

7. Information, Discussion, or Calendar Items

7.1 Superintendent's Report

Superintendent Ernst provided the Board with an update on current district initiatives and shared the October 1 enrollment count numbers, offering insights into student demographics and progress on key goals. He showed how the student count had fluctuated in certain schools from October 1 to November 11, but overall, the district's enrollment had increased.

Some of the district initiatives he discussed briefly included:

- Site Assessments
- Implementation of the Armed Guardian program
- Continued training and rollout of the Emergent three program
- HB 84 compliance
- Power Hour – K-12 Paraeducator training
- Leadership Academy – For aspiring school administrators
- Cell Phones in the classroom
- Timekeeping system
- Title IX enhancements
- Internal & External Audits
- District Administration Comparison
- Extensive policy review & updates
- GVC – Guaranteed and Viable Curriculum
- CFA – Common Formative Assessment
- STOIC – Structure for success: Teach expectations, Observe, Interact positively, Correct fluently
- StAT – Student Achievement Team
- DPHS & SJH openings

He also mentioned that he had started professional development for Executive Staff, which this year is based on the book Essentialism. Essentialism focuses not on adding one more task but on approaching everything in a different, more focused way.

7.2 Assessment Director Report

Andy Peterson, Assessment Director, presented key assessment data to the Board, covering three main areas: an update on assessment goals for the 2023-24 school year, trends observed in primary assessments, and goals for the 2024-2025 school year.

For the 2023-24 assessment goals, the focus was on:

- Benchmark PLC Meetings: Emphasizing Data Protocol training.
- Data Integration: Utilizing dashboards and reports, including Qualtrics, for data management.
- Improving Student Learning: Keeping a strong focus on the "Why" of assessment with the goal of ranking in the top 10% of districts.

In terms of assessment trends, the district tracked regular assessments across multiple grades and subjects, including Acadience Reading and Math, as well as ELA, Math, and Science for middle and high school grades. Additionally, performance comparisons were made using the RISE assessment for ELA, Math, and Science over the past few years. ACT performance was also monitored, including composite scores and the percentage of students scoring 18 or higher. Chronic absenteeism data was tracked, with students missing more than 10% of school days being flagged.

Looking ahead, the 2024-2025 goals focused on:

- Combining Data Protocols with Common Formative Assessments to strengthen the use of data in assessment outcomes.
- Expanding Data Dashboards: Introducing both static and live-view dashboards to better monitor and report progress.
- Continued Focus on the "Why" of Assessment: Aiming to remain in the top 10% of the state in terms of student achievement.

Mr. Peterson's presentation provided valuable insight into the district's assessment strategies, trends in student performance, and future objectives to enhance learning outcomes.

7.3 Report on Interscholastic Sports

Catham Beer, District Activity Director, presented the Title IX Report for the 2023-24 School Year for Tooele County School District in compliance with HB420. The report aims to promote gender equity in athletics, and moving forward, it will be presented to the School Board at the beginning of each school year.

The report highlighted that various sports are offered at the district's high schools, including cross country, soccer, volleyball, football, basketball, and wrestling. However, Dugway High School showed a notable gender disparity, with over a 10% difference in male vs. female participation in athletics. In contrast, Grantsville, Stansbury, Tooele, and Wendover High Schools were closer to meeting the 10% gender balance target.

The participation breakdown by each school is as follows:

- Dugway HS: 73% male, 27% female participation, with a 10% gap.
- Grantsville HS: 54% male, 46% female participation, with an 8% difference.
- Stansbury HS: 54% male, 46% female participation, with an 8% difference.
- Tooele HS: 52% male, 48% female participation, with a 4% difference.
- Wendover HS: 52% male, 48% female participation, with a 4% difference.

Mr. Beer also discussed the allocation of district funds for interscholastic sports, including gate revenue and the need for improved tracking of finances for both male and female sports. He noted that the district has made progress toward gender equity in athletics but acknowledged areas, such as the recruitment of female athletes at Dugway High and disparities in athletic facilities, where further improvements are necessary.

7.4 Board of Education Committee Reports

Board Members provide updates on various committees they serve on.

- **Policy Committee** Board Member Smith provided a brief update on the ongoing work of the policy committee. She highlighted the committee's continued efforts to enhance its processes, emphasizing that the Policy Director has been ensuring policies are distributed for review one week before meetings. Additionally, subject matter experts are invited to attend policy committee meetings to address questions or concerns.
- **Teachers, Leaders, and Support Staff** -Board Member Syphus stated this committee has not met recently.
- **Systems of Operations**-President Rich stated they had not met recently.
- **Curriculum, Instruction, and Assessment** - Board Member Syphus expressed her continued admiration for the focus and dedication of the Teaching and Learning Team. She commended their work on the final phase of the High Leverage Practices. She

highlighted that the process is exceptionally well-planned, carefully considering every detail and reflecting on a thoughtful and strategic approach.

7. Adjourn (10 pm Curfew)

7.1 Adjournment

A motion to adjourn was made at 7:57 pm.

MOTION:

Adjourn

Motion by Robert Gowans, second by Scott Bryan

Final Resolution: Motion Carries

Yea: Robert Gowans, Emily Syphus, Melissa Rich, Elizabeth Smith, Scott Bryan, Julia Holt, ValaRee Shields