

**WEBER SCHOOL DISTRICT**  
**5320 Adams Avenue Parkway**  
**Ogden, UT**

**Study Session**  
**February 5, 2025**

The Board of Education of Weber School District held a Study Session in the Board Room at 5320 Adams Avenue, Ogden, Utah. The meeting convened at 5:00 p.m. The following Board Members and Superintendency were present:

Paul Widdison	Board President
Doug Hurst	Board Vice President
Bruce Jardine	Board Member
Jan Burrell	Board Member
Kelly Larson	Board Member
Wyle Williams	Board Member
Gina Butters	Superintendent
Clyde Moore	Assistant Superintendent
Dave Hales	Assistant Superintendent
Brock Mitchell	Business Administrator

President Paul Widdison welcomed everyone and excused Board Member Janis Christensen, and wished her a happy birthday. Announcements included Weber High Teen Center opening on February 10th. USBA Day on the Hill was held on January 27th. Board Member Jan Burrell attended and shared with the Board how impressed she was with the strength of our leadership and teachers who spoke in support of public education.

Superintendent Butters updated the Board on positive things happening in the district. She explained they had the opportunity to go to the home of a Roy High School student graduating early due to his health. Brenda Hart, principal at Roy High helped to organize the event for student Kash Maughan. Board Member Jan Burrell accepted the graduate on behalf of the Board of Education. Shout out to all involved and the family expressed gratitude for all of the support from Weber School District. Nurses, paraprofessionals, bus drivers and others who have helped him throughout his life were also in attendance.

On February 28, 2025 a Special Olympics Unified Sports event will be held at Roy High School and it was noted one was also recently held at Fremont High School. Thanks to Coach Corey Melaney for his organization of that event. Board Member Kelly Larson also recently attended a Unified Cheer Performance.

Superintendent Butters shared a “Board Brief” from USBA (Utah School Board Association). She highlighted the Utah Fits All Scholarship and the importance of knowing talking points to help show our opposition and how there continues to be no accountability with the program. Bills opposed by JLC (Joint Legislative Committee) include: HB267 *Public Sector Labor Union Amendments*, SB102 *Public Education Funding Modifications*, and SB137 *Course Choice Empowerment*.

Student Services Director Jennifer Warren and Student Services Secondary Counselor Facilitator Loralee Gacioch explained to the Board on an annual basis, according to Utah code, they are required to update the Board on the school counseling programs in the schools. Loralee explained it is school counseling appreciation week. She explained what counselors do, and noted they have master's degree levels, are state licensed, data driven, and student focused. They work with K-12 students, parents/guardians, teachers/coaches, administrators, and school communities. Ratios for counselors to students in the state is 1:350. Weber School District's ratio is 1: 282. Elevate 28 plan fits in with what counselor plans are around academic excellence focused, character and competence, safe and healthy schools, and talent engagement. With portrait of a graduate, counselors work on academic mastery, autonomy and purpose. The presentation concluded with counselors sharing a few words on what they do every day; they advocate, listen, love, and teach.

Secondary Education Assistant Director Rob Lake presented to the Board regarding adding a new boys' sport in junior high schools to replace football. He shared the goal is to train student athletes for high school athletic levels and build skills. Participation numbers from two years ago were shared with 57% participation for girls and 43% for boys which puts us out of compliance with Title IX. A survey was sent out on which sport would be preferred: soccer, volleyball, golf, lacrosse and wrestling. A committee was organized and discussed the pros and cons of each sport. Principal and assistant principal feedback was also received. The committee voted in favor of adding boys' volleyball for the 2025-2026 school year. Estimated volleyball startup costs were shared at only \$6,794 for each school, significantly lower than football costs.

Human Resources Director Nicole Meibos and Assessment Director Dr. Bryan Becherini updated the Board on the Utah Teacher Merit Award Pilot Program survey results. Last month the process was discussed and a lot of time and effort has been spent with key survey findings: Total of 682 out of 1,863 teachers, 52 administrators out of 103 for a total of 734 respondents. Overall district results out of 66% eligible teachers, 80% do not support participation in the program. The survey also included written feedback from respondents shared with the Board. Superintendent Butters added she has expressed details on not supporting the merit program. She explained they have met with nearby districts Ogden and Davis and they are also in agreement. We are most concerned about the model's design, and the metrics they are using are challenging. Bryan explained the assessment piece concerns are lack of preparedness, lack of transparency and lack of accuracy. The third concern is the negative impact on collaboration and school/district culture. Fourth concern is potential for increased teacher turnover. Fifth, the diversion from our strategic plan, Elevate28 priorities and administrative work load. Sixth, the power of local control, so we are investing in teacher salaries for lasting impact. Seventh, the vast majority of teacher survey respondents voted "no". The recommendation based on multiple data points will be to recommend in Board Meeting to not participate in the program. Board Member Wyle Williams thanked everyone for all the work done to provide this information.

Legal Counsel Heidi Alder updated the Board on 2nd readings:

Policy 7140 *Internship and Field Placement* title was changed so not to be confused with the student policy. It provides protocol and procedures working with universities to place interns or to receive practicum experience. There has been no further feedback from the first reading.

Policy 6550 *Volunteer* is a new policy added to know about different volunteers and the processes to have them in our schools. No further feedback received from the first reading.

1st reading:

Policy 6400 *Visitors* was created to streamline processes and make sure we have proper safety protocols in place. Requirements for visitors are listed in the policy. Compliance Director Heather Hardy explained we do not have a system in place yet regarding monitoring visitors attending assemblies.

Consent calendar repeals:

Policy 5230 *Gang Policy*, Policy 1151 *District Annual Report*, Policy 1170 *Weber School District Strategic Plan*, Policy 4150 *School Attendance Areas* will be retitled and renumbered to Policy 6250.

Meeting adjourned at 5:59 p.m.

Draft Minutes - Pending Board Approval