

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

Study Session
March 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
Janis Christensen	Board Member
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 to the meeting. Board Member Janis Christensen explained that each member has received a copy of the brief regarding the past legislative session. She highlighted the following:

- The WPU (weighted pupil unit) legally must be at 4%. Other proposed education funding included a \$65 million catalyst grant program which will affect our district.
- New 5014C is actively promoting public education in Utah, called Utah Loves Public Schools. There are opportunities to sign up for information and support well-funded high quality public schools, the challenges facing schools and also highlights success of educators and students.
- USBA Spring Regional Meeting will be held on March 12, 2025 at the Timbermine Steakhouse. It is an opportunity for leaders to inform us on key legislative updates and priorities for next year. Keeping the momentum with advocacy efforts after the legislative session, and how critical it is to follow up in the months to follow. Also, connect with legislators, engage with community, build stronger coalitions, monitor implementation and impacts, and prepare for next legislative session.

Business Administrator Brock Mitchell updated the Board on the LEA finances and highlighted the following:

- *SB32 - Class Size Reduction Modification.* Changing the name to *Early Learning Add On* and noted this money was previously used in grades K-8, the goal is to get it down to grades K-3 by 2028-2029. Focus is improving reading skills and improving student-teacher ratios. We will need a policy to dictate the LEA'S ratio.
- *SB37 - Minimum Basic Tax Rate Amendments.* The state levies a tax on all Utah residents. It is different from the board or voted leeway and would go into the state general fund. It should be a dollar-for-dollar reallocation, but not directly going to districts. It is based on the same formula, not dollar amount to each district.
- *SB102 - Public Education Reporting Amendments.* This is a request to review different programs to make sure funds are being used appropriately on a five-year rotation.
- *HB110 - Combined Basic Tax Rate Reduction* – No growth going forward on TSSA and only one more year of growth. Pulling the WPU out of the formula and 25% can be used for staffing.
- *HB237 - Rollback Tax Amendment.* Has to do with green belt and when sold, there are five years of taxes that have to be paid and then split among taxing entities. Now goes to county toward agricultural use. The district will no longer receive about half million dollars.
- *HB552 - Local Building Authority.* This bill has been pulled, but if we go to a bond and it fails, we cannot put any projects into a local building authority.

Superintendent Butters shared a couple of positive happenings in the district. First, a big shout out to our Curriculum and Instruction Team. They recently held the STEM Fair with 230 student presentations and also allowed 13 students from outside our district to participate in the event. 73 students received awards, held at an awards night at Roy High School. Also, the Storytelling Festival was held with over 1,500 students in Weber School District attending the event. 36 students auditioned with 14 presenters. We will hear from one of those students tonight in Board Meeting. A video was shared from the recent Unified Sports Basketball event held at Roy High School. All high schools participated with many representatives from the district helping and it was a great event!

Curriculum & Instruction Director Heather Neilson updated the Board on the R277-707 Board Rule. She explained USBE provides funding to support accelerated students, with 40% supporting early college programs, and 60% supporting K-8 gifted and talented programs. A plan must be submitted to the state superintendent. Foundational pieces have been put into place to help us be in compliance. We also needed to hire a gifted and talented teacher, so the position was opened in December and hired Morgan Christensen. Morgan introduced herself and

explained she has visited all the schools to find out their needs. Heather concluded explaining to the Board the application process.

Human Resources Directors Nicole Meibos, Lauri Adams and Legal Counsel Heidi Alder updated the Board on a bill that received a lot of attention, HB267 *Public Sector Labor Unions* which affects the Teacher Education Association in Utah. Heidi explained the bill and noted it will go into effect July 1, 2025.

What it does:

- Prohibits a public employer from recognizing a labor organization as a bargaining agent for public employees and from entering into collective bargaining contracts
- Prohibits a public employer from entering into a new collective bargaining agreement or renew, extend or modify existing agreement
- Prohibits use of public money or property to assist, promote, or deter union organizing or administration
- Excludes new labor organization employees from participating in URS
- Authorizes state risk management to acquire and administer professional liability insurance on behalf of K-12 employees

What it does **not** do:

- Prohibit labor organizations from continuing to exist
- Prohibit engaging in ongoing discussions
- Prohibit public employers from inviting other employee groups to the table
- Impact current labor organizations employees from participating in URS
- Prohibit current agreements with WEA, WESP, and WAA

Current agreements have been in place since last spring and the bill allows it to continue to the expiration of the agreements. Our WAA (Weber Administrator Association) agreement doesn't have a designated end date, WESP (Weber Educational Support Professionals) agreement dates are July 1, 2024 through June 30, 2025 and WEA (Weber Education Association) dates are August 1, 2024 through September 30, 2025. Once they expire, we are prohibited to enter into new collective bargaining agreements.

Nicole and Lauri explained what will we do with our current agreements and proposed structure includes three primary resources:

- General employee handbook for all groups - 3 appendix sections for administrators, certified employees and educational support staff
- Benefits handbook – A comprehensive guide to employee benefits
- Policies – Governing regulations and guidelines for all employees

Engaging Employees Under HB267

- Advisory committees – Providing structured opportunities for representatives to share insights and feedback
- Listening sessions – Open forums where employees can express concerns, ask questions, and offer suggestions
- Surveys – Tools to gather broad-based employee input on key topics

Our goal is to ensure that all employees have a voice in shaping workplace policies and practices. Employee feedback will remain vital to decision- making.

Facilities Director Larry Hadley updated the Board on students currently riding the bus that live in walk zones. It was noted we have not been receiving funding for these students. Now that the new boundaries have settled, we have identified twelve schools with pockets of students riding the bus who are in walk zones. Maps have been compiled that will affect 637 students. A letter has been drafted with a map to these twelve schools and will be sent out. This will go into effect for the 2025-2026 school year. Elementary Education Assistant Director Kirt Swalberg explained the timeline for letters to be released to parents with this information.

Legal Counsel Heidi Alder updated the Board on consent calendar repeals: Policy 7600 *Occupational Exposure to Bloodborne Pathogens*, Policy 7610 *Handling of Bodily Fluids in Schools*, Policy 1140 *Superintendent*, and Policy 1150 *Business Administrator*.

Second Reading: Policy 6400 *Visitors in the Schools* has received no feedback since last meeting.

First Reading: Policy 7300 *Alcohol and Drug Abuse – Employees* received feedback from transportation after an audit and included language in code of requirement for CDL licenses.

Meeting adjourned at 5:58 p.m.