

**Park City School District  
August 23, 2016  
Regular Session 9:00 AM**

**Members present**

Tania Knauer, Nancy Garrison, Philip Kaplan, JJ Ehlers and Julie Eihausen

**Staff Present:**

Ember Conley, Todd Hauber, and Lorie Pearce

**Call to Order**

Board President Knauer called the meeting to order at 4:07 pm. Member Ehlers led the pledge of allegiance.

**Consent Calendar**

**Member Garrison made a motion to approve the Consent Agenda as presented. Member Eihausen seconded the motion. Member Garrison made a motion to amend her motion to exclude item D as posted in BoardDocs. Member Eihausen seconded the motion. Motion passed unanimously.**

- A. Closed Minutes of August 2, 2016
- B. Special Regular Session Minutes of August 2, 2016
- C. Account Payable Registers July 26, July 27, July 28, August 1, August 8 and August 10, 2016
- D. Classified Professional Agreement
- E. Professional Development Conference Reports

**Monthly Reports**

PCEA - Sam Thompson and Renee Pinkney presented information from PCEA. They are excited to start off the New Year. They thanked the Board for asking them to join the new teacher orientation. PCEA has the highest number of professional in an organization in the state of Utah. Sam credits this to their relationship with the Board and Superintendent. They thanked the Board for adding the two additional days into their contract, and it has made a huge difference to teachers to get started. This year feels less stressful due to these days. Vice Presidents this year are Ben Kahn and Alana Gaspari.

**Board Members**

Member Eihausen was at the high school today and there is was some panic because of a locker issues.

Member Kaplan attended back to school at McPolin and things are going well over there.

Member Garrison attended the delegate assembly and they approved their priority for the year. She learned that Todd Hauber is serving on the Equalization Task Force.

Student Council - Bill Honey- Football team won last Friday and there is a dance this Friday.

**Superintendent Report**

Our goal this year is to create an environment where teachers have more time to be prepare and create an environment that focuses on relationships with their students.

Dr. Conley received a letter from the Utah State Board of Education notify us that we have met our reading goal of 83%.

Dr. Conley shared the district responsibility chart and she introduced Cabinet Members. She stated that Jennifer Slade has been hired as the new Special Ed Coordinator and she will begin working August 29. The Special Ed

audit will take place October 11-14. Beginning of the year 504's has been completed and they are in place for the first day.

Paula Axelrod, Business Development Director with the American Heart Association congratulated the district on being #1 in the state of Utah for jump rope for heart. The district also received an award for promoting employee health. The AHA is sponsoring a Heart Walk on September 17 in Sugarhouse Park.

## **Reports**

### Park City Municipal Transportation Update

Park City Municipal Transportation Director, Alfred Knotts presented the regional transportation initiative that is currently being proposed. The proposal includes system wide transit improvements, SR-258 corridor and safety improvement project, state route 224 multi-modal corridor and safety improvement project and remote parking locations 1-80 and US-40.

Mr. Knotts stated that in order to enhance quality of life for our residents and maintain our region's status as a world-class resort community, it's time to invest in our transportation infrastructure to address both existing and future transportation-related issues.

### Committee Updates

#### Late Start Times

Wendy Troxel and Vicky Fitlow presented information regarding the change in school start times. They have been part of the committee that has been discussing these issues and they are speaking on behalf of this committee.

#### History of the committee:

In March of 2015, Dr. John Hanrahan started a petition to change school start times, collecting 393 signatures. In January 2016, Dr. Conley invited community and staff members, representing all four levels of schools (i.e., elementary, middle, junior high, high school) to participate on a committee focused on investigating school start times. Bi-weekly meetings beginning in January 2016 – with additional meetings of subcommittees:

According to their research that around the time of puberty sleep patterns change. For example:

- Biological clocks shift during adolescence toward later bedtimes and later wake-up times.
- Melatonin release is also delayed in teens. (11 pm to 8 am)
- Waking a teen up at 6 am is the equivalent of waking an adult up at 4 am.
- This is a developmental condition, not a cultural phenomenon, and it is SPECIFIC to adolescence (i.e., this phase delay reverts to normal in adulthood).

Teens need 8-10 hours of sleep per night, but less than 10% regularly achieve a minimum of 8.5 hours of sleep.

#### Community Input/Engagement

- Public forum for input gathering
- PTO presentation
- District-wide survey
- KPCW interviews
- Park Record articles
- Social Media
- Outreach at churches, school coffees, PTO meetings
- Discussions with key players in Athletics and Transportation
- Latino community engagement

#### Survey Results

- Nearly 3000 respondents completed the survey within one week, including parents, students, and teachers/staff.
- 66% of respondents favored changing school start times

- Of those favoring a change, the majority (71%) preferred that high school and junior high start later than 8 am
- 42% of high school students currently elect to have late start through parent release.

#### Next Steps

- The committee recommends that the Park City School Board and the Superintendent (Dr. Conley)
  - Make a commitment that PCS secondary schools will start no earlier than 8:30 a.m. beginning in the 2017/2018 year.
  - Develop an action plan for a 1-year timeline for implementation

Engagement and ongoing evaluation will be the keys to success

Superintendent Conley believes that it is important to change the start times, but the more important thing is how to do it.

Dr. Einhorn said that we have a lot of good programs, and we grab on to them and sometimes don't know where we are going. We are now trying to be more careful making these decisions and making sure that we include our teachers and administrators as they have to implement these changes. We need input from these working parents, and what is the impact on families who will need to enroll in the after school program. There are a lot of impacts to consider. Andrew Frink said that there is a real need to have a clear process as we implement a change. Last year was a challenging year and as we looked at feedback we realized that we were not as effective as we should have been. Our folks need to be on board. Where are we in the process to make sure we have time to get there. We want this to stick, because this is right for kids.

Member Eihausen has some concerns that changing the start times is on the agenda as a decision item and now the Board is being told it should not be a decision item tonight. Who puts the agenda together? The Board President and Vice President, so why is on the agenda?

Dr. Conley shared some of the concerns from administrators:

Amount of change

Number of tardies and we want to make sure that we address those

being clear with the decision makers, who makes that final decision

being able to have a lot of time for information to be shared with families in after school and exact plans as to what that looks like including cost

We have urgent versus important needs and we have urgent needs with facilities due to enrollment numbers

#### Public Comment

Michael McNamara - Starting 7th grade at EHMS he wrote an article about sleep. He believes students will be happier and healthier if they can start school after 8:00.

John Hanrahan - He had the honor of stirring up this issue 18 months ago. Thanked the Board for all of their work and he thanked the committee for all of their time on this topic. It seems like it is boiling down to a timing issue. The overwhelming and compelling data makes this an urgent issue for our children. Will it be urgent if we have students who are depressed or commit suicide. I think the Board wants to do what is best for the kids. 12 months is adequate time to implement this.

Randi Sidman-Moore - Her student starts school tomorrow and she is on late start because her daughter cannot attend before 9:00. Coming here from a magnet school, and having to start school one hour earlier was difficult for her. Her physical health suffered along with her grades.

Riki Case- She is also in the 42% of parents that want a later start time. She hasn't heard anyone mention what happens in the middle of the start and end time. She is not a fan of the block schedule and she is thinking that we might want to throw an 8 period schedule into the mix. Maybe an athletic period. Jackson Hole has a different

schedule for their winter athletes. So while she sees all of this fabulous research on start times, she would like to see a committee formed to discuss what happens in the middle. Perhaps some options similar to college classes.

#### PCHS Design Team Update

The committee and architects have been working together, and developed a needs assessment. There is a timeline that outlines the next couple of meetings. These meetings are open to the public although the committee does the actual work. Meetings will take place every other week and perhaps once a week as they move forward.

#### **Discussion**

##### Open and Public Meetings Act Training

Sheila Page from the AG office gave a training in February 3. Part of her follow up is to go back and meet with Boards to make sure that they are in compliance. Sheila would like to see more details on closed meetings, make sure that the public notice website has a link to the documents on our consent calendar. There was also some discussion regarding closed sessions and it was determined that this language should be included in the header of the agenda. The last item is that she suggested if we have two closed session items, we should make those two separate motions due to having to record one item and not the other.

##### Superintendent Goals

Member Kaplan will work with Dr. Conley and gather information from other Board Members to add to Dr. Conley's goals. This information will then be brought back to a later meeting.

##### Retreat Agenda

The Board reviewed the agenda for the Board Retreat and made suggestions.

#### **Decision**

##### Late Start Times

Member Knauer would like to look at other options such a 7 period day versus a block period.

Member Ehlers does not believe that we are at a stage to make a decision.

Member Knauer would like to see all of the parties who are for this and those that have concerns in a meeting together to hash things out.

Member Garrison believes that we have not dived deep into the operational and financial impact of this. If we don't listen to our teachers, it could be detrimental.

Dr. Conley suggested having a Pro's and Con's gap analysis to determine what is going to work.

**Member Ehlers made a motion to move the late start time decision to 7.01 on the agenda. Member Kaplan seconded the motion. Motion passed unanimously.**

**Member Eihausen made a motion to move forward with charging an implementation committee for starting the school daily start time for all schools with the high school starting no earlier than 8:30 am for the 2017-2018 school year. Member Kaplan seconded the motion.**

**Member Kaplan made a motion to amend the motion and take out the 2017-2018 school year and add with the committee making a recommendation based on operational considerations. Member Garrison seconded the motion. Motion passed with one dissenting vote by Member Eihausen.**

**Member Garrison made a motion to amend that alters member Kaplan's motion by adding operation and financial considerations. Member Ehlers seconded the motion. Motion passed unanimously.**

**Member Eihausen made a motion to amend the motion to include student health and safety considerations. Member Garrison seconded the motion. Motion passed unanimously.**

#### **Final Resolution**

**Member Eihausen made a motion to move forward with charging an implementation committee for starting the school daily start time for all schools with the high school starting no earlier than 8:30 am with the committee making a recommendation based on operational, financial, student health and safety considerations. Member Kaplan seconded the motion. Motion passed noting the dissenting vote by Member Ehlers.**

#### Opting out of SAGE for Grades 9-11

Dr. McConnell addressed the Board regarding opting out of SAGE. We apparently jumped the gun with opting out for 9-10 grades. Now we can only opt out of 11th grade.

Dr. Conley explained that under Every Student Succeeds Act (ESSA) we have to have an assessment in order to receive federal funding. We do not have to test our 11<sup>th</sup> graders because we have the ACT as a mandatory test for junior. One discussion was that the 9 and 10 grade testing would go away because there were some districts that could use the new ACT suite, but this bill was never signed. So for now, for 11<sup>th</sup> grade it is the ACT for the rest of the students it is SAGE. A parent can opt their student out of a test, and currently we have 30% at PCHS and 20% at TMMS who have opted out of the test.

Member Knauer suggested that we have a concerted effort to get as many students as possible take this test.

**Member Ehlers made a motion to rescind the motion made on August 2, 2016 to eliminate SAGE testing for 9, 10 and 11 graders. Member Garrison seconded the motion. Motion passed unanimously.**

**Member Ehlers made a motion to eliminate SAGE testing for 11th graders. Member Eihausen seconded the motion. Motion passed unanimously.**

#### **Policies for Discussion**

11010 Property Rental

The Board reviewed 11010 Property Rental, and this policy will come back to the Board for posting.

#### **Policies for Posting**

The following policies are before the Board for posting.

9005 Curriculum Development and Management

9050 Instructional Materials

10100 Safe School Policy

10120 Reporting Child Abuse or Neglect

11002 Conduct on School Property

**Member Eihausen made a motion to post Policy 9005, Policy 9050, Policy 10100, Policy 10120 and Policy 11002. Member Garrison seconded the motion. Motion passed unanimously.**

#### **Communication Talking Points**

Communication Specialist, Molly Miller, reviewed talking points with the Board moving forward.

#### **New Hire Decisions**

After reviewing the personnel report, the Board made the following motion.

**Member Ehlers mad a motion to accept the personnel report as submitted. Member Garrison seconded the motion. Motion passed unanimously.**

## 1. Personnel

### A. Recommendations to Hire

#### ADMINISTRATIVE

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>
Jennifer Slade	DO	Director of Special Education	Full-time

#### LICENSED

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>
Jessica Scheetz	EHMS	6 <sup>th</sup> English Language Arts Teacher	Full-time
Daniel Wells	MPES	1 <sup>st</sup> Grade DLI Spanish Teacher	Full-time
Valerie Dyal	PCHS	Special Ed. Teacher/ Special Ed. Inst. Asst.	Part-time Part-time
Brooke Ellsworth	PCHS	FACS Teacher	Full-time
David Feasler	PCHS	Business Teacher	Full-time
Rick Kimball	PCHS/TMJH	Theatre Teacher	Part-time
Stacy Miller	TMJH	English Language Arts Teacher	Full-time
Sandra Joder	TSES	School Nurse	Part-time

#### CLASSIFIED

<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>FTE</u>
Jesse Morgan	Aquatics	Lifeguard, Instructor	Part-time
Cai Sharrock	Aquatics	Lifeguard, Instructor	Part-time
Alison Caldwell	MPES Comm. Ed.	After-School Teacher	Part-time
Teri Walthall	MPES Comm. Ed.	After-School Coord.	Part-time
Katherine Brakeville	PPES Comm. Ed.	After-School Coord.	Part-time
Lorenza Scriver	PPES Comm. Ed.	After School Teacher	Part-time
Michelle Connell	EHMS	Inst. Asst. II Special Ed.	Part-time
Jill Church-Kopish	EHMS	Inst. Asst. I (Science)	Part-time
Carissa Nelson	EHMS	Inst. Asst. I (Math)	Part-time
Lori Smith	EHMS	Secretary – School	Part-time
Katherine Esquivel	JRES	Inst. Asst. II Kinder	Part-time

#### Possible Closed Session

**Member Ehlers made a motion to go into closed session to discuss reasonably imminent litigation. Member Garrison seconded the motion. Roll call vote. Motion passed.** The Board adjourned to Closed Session.

Meeting reconvened at 9:03 pm

**Member Ehlers made a motion to adjourn to the Board Retreat on August 30 at 1:00 p.m. Member Eihausen seconded the motion. Motion passed unanimously.**

**Meeting adjourned at 9: 05 p.m.**

Tania Knauer, President

JJ Ehlers, Member

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Philip Kaplan, Member

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Nancy Garrison, Member

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Julie Eihausen, Member

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Todd Hauber, Business Administrator

Unapproved Minutes