

The Board of Education of Ogden City School District met in a work session at 5:05 p.m. on Thursday, September 1, 2016, in the board room, located in the Administration Building at the District Education Service Center, 1950 Monroe Boulevard, Ogden, Utah.

The following members of the board were present when the meeting convened:

Jeff N. Heiner	President
Jennifer Zundel	Vice President
Douglas B. Barker	Member
Don E. Belnap	Member
Susan Richards	Member
Shane B. Story	Member
Joyce Wilson	Member

Superintendent Sandy Coroles and Business Administrator Zane K. Woolstenhulme were also present.

Welcome by President Heiner.

Elementary Principal Panel Discussion. The following elementary principals joined the meeting to share thoughts and concerns on grade configuration and the building of new elementary schools: Maridee Harrison (Polk), Jileen Xochimitl (Horace Mann), Suzanne Bolar (Shadow Valley), Ross Lunceford (Lincoln), Bev Jenson (Taylor Canyon), Vincent Ardizzone (New Bridge), Janice Bukey (Bonneville), Jenny Decorso (Hillcrest), Dr. Donna Corby (Wasatch), Don Mendenhall and Jeanne Clifton (Heritage), Terry Humphreys (T.O. Smith), and Leanne Rich (Odyssey).

President Heiner stated that a month ago, the secondary principals met with the board in this same format to discuss the issue of grade configuration. The district has nine elementary schools over fifty years old. As we look at our facilities, does it make sense to look at a different grade configuration?

The discussion centered on the following bullet points:

- 6th grade is really a secondary curriculum and after Christmas, the students mentally leave the elementary setting.
- 6th graders should stay in the elementary setting because developmentally it works, especially if a school has room to isolate the 6th graders into their own center area. There is no advantage in moving the 6th grade to the junior high schools.
- The advantages and disadvantages of a 6th/7th grade center and an 8th/9th grade center.
- In a larger elementary school, go K-5 and have two administrators, one to work with grades K-2, and the other to work with grades 3-5.
- Running a school of 700 or more students is a different feel; not as much bonding with individual students, loss of community, and the teacher's knowledge of students and their families is harder to maintain.
- With the population of students that we serve in our district, it is important to create bonds with students and families, especially those from poverty. In a larger school, it is easier to lose those students.
- In a larger school, the PLCs are better because they have more teachers to contribute ideas.
- In a K-6 school, there is a lot of value with the upper level teachers leading training and working together with the teachers in the lower grades. A school of about 560 students is best and allows for three to four sections per grade level.
- Safety is a concern in our older schools where we have seismic, technology, poor office location, lock down, and structure issues.

President Heiner pointed out that every year, we see enrollment numbers and some are up and some are down. The thought has been for the past ten years that if we build it, they will come. This has proven true in our district, but not always in other areas of the country. In terms of a bond, "What would attract families to stay in Ogden?"

- It was stated that the building has something to do with that. With the older buildings, they are dark with no natural light and that is a detractor
- It is very important for technology to be up to date and available for students.
- Although the facility is critical, our district needs to address other situations. Here in Ogden, we have serious behavior and mental health challenges, which are coming more frequently every year. Why do parents take their students from Shadow Valley to South Ogden Jr. High or from Polk to Ogden Preparatory Academy? It's because they are afraid to go to our junior high schools. The behavior challenges frighten the families from our area. The parents want their child to be safe and their perception that they are not safe at our junior highs is critical.
- Our parents want to be in Ogden but they are afraid. We need to reach out to them, communicate and go the extra mile to make them feel welcome or they leave. We want the parents there and we want to hear them.

- Parents need to be asked what we want in our schools. Hold a town meeting for parents for feedback and ask what they feel should be here in Ogden. Formulate a plan that builds trust and a relationship with the parents so that they know they will be listened to when they have issues at our schools.
- More behavior specialists.
- We need a strong program for STEM in the junior high schools so that sixth grade students at New Bridge can continue with their specialized studies.
- Have the junior high’s make better connections with our sixth graders throughout the school year. The students in the elementary schools know about and have pride in being a Ben Lomond Scot or Ogden Tiger, but do not know the junior high schools.
- Communicate better with parents about what Ogden School District has to offer.
- The magic is when a parent walks into an elementary and peeks in a classroom and can see the culture and hear the conversations. Nice displays of student work, good classroom management, a clean school, well organized classroom and students moving in organized fashion, those are things that calm parent’s concerns. We are inviting some parents in but they need to be invited more often.
- Parents are seeing more homeless issues, early sexuality, poverty, etc., and they don’t want their children to see it, so they move to Weber School District. Board member Shane Story stated that it’s not just the school that has issues, it is the neighborhood that has issues. The school in and of itself cannot solve these problems. We need to address this and expect more from our students.
- A nicer environment, one with windows, fresh air and light, and no asbestos goes a long way with recruitment and retention of teachers. If a teacher has an opportunity to go somewhere better, they will do it. We need to create an environment where the students and teachers want to be so that they can be comfortable and do the job they need to do.
- New paint, lighting, flooring, and furniture would also go a long way in retaining teachers and students in our schools.

President Heiner thanked the elementary principals for their participation.

Board Leeway Funds – Behavior Specialists. Tim Peters, executive director, and Behavior Specialists Aspen Henderson and Rebecca Becker, shared information with the board concerning the need for additional behavior specialists for our district. Mrs. Henderson reviewed the tiered system of support:

- Tier 1: universal behavior instruction
- Tier 2: identify students based on data to receive targeted intervention
- Tier 3: targeted students receive more intensive individualized interventions.

She further added that schools that establish systems with the capacity to implement Positive Behavioral Interventions and Supports (PBIS) with integrity and durability have teaching and learning environments that are less reactive, aversive, dangerous, and exclusionary and are more engaging, responsive, preventive, and productive. Also, graduation rates improve in addressing behavior issues as well as academics. The biggest needs are Tier 2 faculty training and Tier 3 plan development. It was noted that Colleges of Education at our state universities are not addressing behavior management in their coursework. Administrators feel that they could use more help for those teachers who struggle.

President Heiner asked what their recommendation would be for additional specialists. Mrs. Becker stated that any kind of help would be great right now. They do a lot of training with faculties, but don’t have the capacity to further support the plans. With additional help, they could do more.

Board Leeway Funds – Secondary Athletics. Sondra Jolovich-Motes, executive director of Secondary Schools, and Ken Crawford, director of Support Services, led the discussion concerning the secondary athletics and the recommendations of the CHAMPS Committee. Mrs. Jolovich-Motes shared information concerning the roles and the job description of each of the following:

<u>Role</u>	<u>Description</u>
District AD	<ul style="list-style-type: none"> ● Facility coordination ● District level UHSAA coordination ● Coordinate Iron Horse & community athletic events ● District athletic budget; funding sources, facilities, larger athletic needs for both junior high and high school expenditures (dirt for baseball/softball fields, scoreboards, etc.), high school special requests, stipends for all coaches (both junior high and high school), transportation for junior high, referees for junior high, athletics supplies for junior high, etc. ● Coordinate the professional development of coaches with Jethro and principals & AD’s at both levels

District Assistant AD	<ul style="list-style-type: none"> • Coordinate with High School AD's <ul style="list-style-type: none"> ○ Time management & planning; looking a season ahead ○ Social media and marketing ○ Support; i.e. meet weekly or more for support based upon needs ○ Evaluation of AD's in conjunction with site Principal ○ Collaboration with site principals (will increase communication regarding meetings with AD's because were unaware that these were occurring) ○ Assist in hiring coaches ○ Schedule district complex field usage • Coordinate with Junior High School AD's <ul style="list-style-type: none"> ○ The same as above ○ Provide them with needed equipment and supplies ○ More active and hands-on role ○ Schedule all games ○ Schedule all transportation ○ Schedule all referees ○ Patron concerns with AD's and principals
High School Principal	<ul style="list-style-type: none"> • Emphasis is on student learning • Rely on the AD to manage athletics • Hands-On (<i>tight involvement</i>) <ul style="list-style-type: none"> ○ Region discussions ○ Hiring/Firing of coaches ○ Parent concerns with critical issues above AD ○ Finances ○ In-season academic importance ○ Facilities & improvement ○ Serious issues ○ Beginning and end of season coaching/admin meetings ○ Any concerns with coaching behaviors work with AD's ○ End of season evaluation of coaches; done in conjunction with site AD and Jethro (Admin will use the same question template) ○ Athlete academics and behavior ○ Supervision of athletic events in conjunction with AD • Hands-Off (<i>loose involvement</i>) <ul style="list-style-type: none"> ○ Coaching ○ Eligibility (registration) ○ In/out season moratoriums ○ Marketing and social media ○ Seasonal team parent meeting ○ Game scheduling ○ Game facility preparation ○ Coaching professional development ○ Everything else
Jr. High Principal	<ul style="list-style-type: none"> ▪ Hiring & Firing of coaches ▪ Patron concerns ▪ Evaluation of coaches in conjunction with Jethro ▪ Evaluation of AD in conjunction with Jethro ▪ Supervision of athletic events in conjunction with AD
High School AD	<ul style="list-style-type: none"> ▪ Teach equivalent of one class per day (BLHS-financial literacy & OHS-physical education) ▪ Can only coach one sport ▪ Effectively utilize Assistant AD ▪ Gates, game day and facility preparation and set-up ▪ Website, calendar, marquee, social media, programs, etc. ▪ Academic All-State ▪ Recruiting of athletes ▪ Coordinating with feeder programs ▪ Promotion of our programs

	<ul style="list-style-type: none"> ▪ Mentoring coaches ▪ PD for coaches ▪ Evaluation of coaches with Principal ▪ Scheduling of fields ▪ Scheduling of transportation and payment ▪ Scheduling referees and payment ▪ Physicals, Eligibility & Registration ▪ Initial patron concerns ▪ Hiring of coaches ▪ Oversee fundraising ▪ Scheduling supervision for athletic events in conjunction with principal
Jr. High AD	<ul style="list-style-type: none"> ▪ Physicals ▪ Eligibility ▪ Registration ▪ Grade checks ▪ Support coaches ▪ Field preparation ▪ Request equipment and supplies ▪ Scheduling supervision for athletic events in conjunction with principal
Coach's	<ul style="list-style-type: none"> • Recruitment of athletes • Player preparation • Fundraising • *Expect kids to learn how to compete • *Expect exemplary behavior and academics

Mr. Crawford stated that in the last meeting with the board, there was a concern about the website access for junior high athletics. This has been addressed by contacting the company, VNN, and requesting that they create a junior high website for the athletics and activities happening throughout the year.

Mrs. Jolovich-Motes stated that she had met with the high school principals to develop the district secondary athletics plan and the next steps, including the makeup and duties of the district Athletics Advisory Council:

<u>Athletic Advisory Council</u>	<ul style="list-style-type: none"> • Meet at end of September • JM send info email to principals • Jethro will send email to principals about parent rep • Jethro will arrange WSU rep • Ken will arrange Ogden Rec rep • Membership: <ul style="list-style-type: none"> ○ AD from each site ○ Ogden Rec rep ○ Parent rep from each site ○ Principal/admin ○ WSU rep ○ Ken/Jethro ○ JM • Scope: <ul style="list-style-type: none"> ○ Provide a community perspective ○ Coaches performance pay ○ Etc. ○ High School Principals do not want to share the responsibility of budget allocation
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It was noted that this group will provide a community perspective, identify barriers regarding participation and program quality and then identify how to overcome these barriers; develop a district wide vision and mission statement for athletics, and develop criteria for a coaching performance pay pilot. The meeting to be held the end of September will reach out to individuals within the community, including parent representatives from each secondary school, from the coaching education department at

Weber State University, and Ed Bridge from Ogden City Recreation. In cooperation with Ogden City Recreation, we will be setting dates for open houses at each high school for the recreation program to reach out to the community.

Board member Shane B. Story pointed out that we had no parent representation from the elementary schools and he felt that this was vital to the committee. It was noted that we will get to that but it was determined that we need to build a better foundation and then expand. It was suggested that for now the secondary parent representatives have a broad spectrum of ages within their family in order to address athletics K-12.

Next Steps:

<p>Development of Budget</p>	<ul style="list-style-type: none"> • Presently: \$200,000.00 is allocated to junior high athletics as well as athletic support for high schools • Proposal <ul style="list-style-type: none"> ○ \$97,000.00 towards salaries and benefits of all coaches and stipends for AD's ○ \$28,000.00 for junior high officials ○ \$1,000.00 for sub teachers, ○ \$56,000.00 in supplies and materials (based upon requests) being dispersed among 3 junior high schools and sometimes 2 high schools ○ \$20,000.00 for junior high athletic transportation ○ Flexibility is in the supplies and materials. ○ Facility improvements have also come from this budget for the remaining total • INITIAL PROPOSAL for expenditure of possible additional \$250,000.00 from tax fund: <ul style="list-style-type: none"> ○ Jr. High Allocation --- \$18 per student ○ High School Allocation --- \$62 per student ○ Schools allocation would include payment of: <ul style="list-style-type: none"> ▪ uniform rotation ▪ long term purchases (wrestling mats, etc.) ▪ regular supplies ▪ includes anything UHSAA sanctioned and cheerleading ▪ Etc. ○ Professional Development Set-Aside --- \$25,000 (Managed from Ken's Office) ○ Performance Pay Pilot Set-Aside --- \$25,000 (Managed from Ken's Office) ○ NOTE: the present allocation identified above for junior high athletics would continue and high school principal's would continue to allocate funding of athletic transportation
<p>Other</p>	<ul style="list-style-type: none"> • Creation of Athletic Advisory Council and meet at the end of September • Possible transition to full time high school AD position to take athletics to the next level and principals are examining their schedules and FTE for attempting to pilot this second semester • High school principals will look closely into how assistant AD's are being utilized • JM reach out to junior high school principals their additional insights • High school Principals with ask their AD's to collaborate with their counselors regarding providing information about NCAA eligibility

It was requested that the district add to the Roles and Responsibilities section another column stating who these people report to for supervision. Further requested was a flowchart of the Advisory group; that the district report to the board often concerning secondary athletics and Advisory Council meetings, and that booster representatives are included on the Advisory Council.

Mr. Woolstenhulme stated that both of these presentations is asking for board support to utilize the voted leeway funds for the purposes described:

\$ 100,000	1 FTE Behavior Specialist
\$ 250,000	Secondary Athletics for uses listed above (high schools will pay for transportation costs for events from their funding.)
\$ 450,000	Transportation payment
\$1,600,000	Debt Service payment for New Bridge Elementary

The item of “Use of Leeway Funds” will be added to the board agenda Consent Calendar for the meeting on September 15, 2016.

The meeting adjourned for a brief recess at 6:58 p.m. and reconvened at 7:08 p.m.

Capital Facilities Finance Plan. Mr. Woolstenhulme, Dennis Cecchini, formerly of MHTN Architects, and Teresa Pinkell of Lewis Young Robertson & Burningham (LYRB), led the discussion concerning the Capital Facilities Finance Plan (CFFP). Mr. Cecchini stated that there are two main issues with safety at our older elementary schools during a seismic event: 1) the roof and 2) the reinforcement of the walls. In these older buildings, the roof has not been tied to the walls; and because of the lack of reinforcement, the walls could crumble. These are the schools built in the 1950s and 1960s. He also indicated that during an intruder alert, having the offices in the front area of the school would be much better than the middle of the school (which is where they are currently placed). Mr. Woolstenhulme reminded the group that they had decided on bonding for \$100,000,000 in November 2017.

Teresa Pinkell shared scenarios with the board, reminding them of the cost structure for each school to be replaced:

<u>School</u>	<u>Enrollment Proj.</u>	<u>Cost</u>	
Bonneville	582	\$14,000,000	(600 student capacity)
Gramercy	374	\$13,000,000	(450 student capacity)
Hillcrest	421	\$13,000,000	(450 student capacity)
Horace Mann	438	\$13,000,000	(450 student capacity)
James Madison	525	\$14,000,000	(600 student capacity)
Polk	245	\$13,000,000	(450 student capacity)
Taylor Canyon	350	\$13,000,000	(450 student capacity)
TO Smith	521	\$14,000,000	(600 student capacity)
Wasatch	380	\$13,000,000	(450 student capacity)

The board discussed three scenarios, including combining some school areas:

Elementary Scenario 1

Contingency and Tier	\$12,000,000	
Polk/Taylor or Polk/Wasatch	\$16,000,000	
Gramercy	\$13,000,000	
Wasatch	\$13,000,000	
James Madison/T.O. Smith	\$14,000,000	with boundary adjustment between Shadow Valley, T.O. Smith, James Madison, and New Bridge areas
Horace Mann/Hillcrest/Bonneville	\$32,000,000	with boundary adjustment between the three schools to form two schools of about 710 students each (\$16,000,000 per school)

Elementary Scenario 2

Contingency (no Tier funding)	\$ 3,000,000
Polk/Taylor	\$16,000,000
Bonneville	\$14,000,000
Gramercy	\$13,000,000
Hillcrest	\$13,000,000
Horace Mann	\$13,000,000
James Madison	\$14,000,000
T.O. Smith	\$14,000,000

Wasatch would be left out of this round.

Jr High Scenario

It was suggested that the board look at building a fourth junior high on the James Madison property (including the purchase of more property on the block for field use)

Contingency & Tier	\$11,000,000	
Junior High (600 student)	\$25,000,000	
H Mann/Gramercy	\$16,000,000	
James Madison/T.O. Smith	\$16,000,000	with boundary adjustment between Shadow Valley, T.O. Smith, James Madison, and New Bridge areas
Polk/Taylor Canyon	\$16,000,000	
Bonneville/Hillcrest	\$16,000,000	w/boundary adjustment

We will discuss more scenarios at the next work session in October and then take three options out to the public. Mr. Cecchini was asked to confirm that demolition and the purchase of furniture is included in the building construction costs.

President Heiner thanked all who had participated throughout the work session and called for a motion for the board to reconvene in a closed session.

Motion was made by Don E. Belnap to adjourn to a recommended closed session as a strategy session to discuss pending or reasonably imminent litigation; and as a strategy session to discuss the purchase, exchange, or lease of real property. Seconded by Douglas B. Barker and carried on the following individual vote: Joyce Wilson, aye; Jennifer Zundel, aye; Jeff Heiner, aye; Susan Richards, aye; Douglas B. Barker, aye; Shane B. Story, aye; and Don E. Belnap, aye.

The meeting was adjourned for the foregoing purpose at 8:48 p.m.

President

Business Administrator

CLOSED SESSION.

The Board of Education of Ogden City School District met in closed session at 8:52 p.m. on Thursday, September 1, 2016, in the board room, located in the Administration Building at the District Education Service Center, 1950 Monroe Boulevard, Ogden, Utah.

The following members of the board were present when the meeting convened:

Jeff N. Heiner	President
Jennifer Zundel	Vice President
Douglas B. Barker	Member
Don E. Belnap	Member
Susan Richards	Member
Shane B. Story	Member
Joyce Wilson	Member

Superintendent Sandy Coroles, Business Administrator Zane K. Woolstenhulme, and Executive Assistant Annette Hancock were present. Also present was the district attorney, Mr. Nate Burbidge.

The ensuing dialogue involved a discussion on imminent litigation. This concerns issues at our two swimming pools.

Mr. Burbidge left the meeting at 9:12 p.m.

The ensuing dialogue involved a discussion on the purchase, exchange, or lease of real property. Mr. Woolstenhulme shared information for the board's review on a proposed sale of district property.

Motion to adjourn the closed session was made by Joyce Wilson, seconded by Shane B. Story, and carried unanimously. The meeting adjourned at 9:15 p.m.

President

Business Administrator

The Board of Education of Ogden City School District reconvened in work session at 9:17 p.m. on Thursday, September 1, 2016, in the board room, located in the Administration Building at the District Education Service Center, 1950 Monroe Boulevard, Ogden, Utah.

The following members of the board were present when the meeting convened:

Jeff N. Heiner	President
Jennifer Zundel	Vice President
Douglas B. Barker	Member
Don E. Belnap	Member
Susan Richards	Member
Shane B. Story	Member
Joyce Wilson	Member

Superintendent Sandy Coroles and Business Administrator Zane K. Woolstenhulme were also present.

Welcome by President Heiner.

Board Policy Review – Section 1.2, Board Structure, Committees, Compensation (rev.). The board reviewed the three options presented earlier via district email from Mr. Woolstenhulme and after much discussion, decided that they would go with Option 3, with additional wording added for those board members who are serving on the Joint Legislative Committee or board leadership:

1.2.1.1 Board Compensation & Per Diem

1. Board members receive ~~\$3,720~~ \$4,800 per year (\$400 per month) as compensation for services.
2. Additionally, the board member assigned by the Board President to serve on the Legislative committee receives an additional \$100 per month compensation for services.
3. ~~Additionally, Board members are compensated for committee membership and reviewing responsibilities at a rate of \$60 per meeting.~~
4. The District covers the cost of health insurance to board members and their dependents as provided in the Affordable Care Act. Alternatively, \$2,400 per year will be deposited into a Health Reimbursement Account for board members opting out of group health insurance coverage. Board members are offered health insurance coverage on the same basis as other employees.
5. Board members receive \$50,000 term life insurance

Mr. Woolstenhulme pointed out that state law states that a public hearing has to be held on any board compensation changes, so with that in mind, approval of this change in board policy cannot be made until a public hearing has been held. He will provide the advertisement to the paper and will follow state law in advertising for this public hearing.

The board then revised the committee assignments for school year 2016-2017 as follows:

Student Achievement – full board participation, including complete buy in on the District Roadmap.

Budget & Finance – Jeff Heiner (chair), Shane B. Story, Douglas B. Barker, Sandy Coroles, and Zane Woolstenhulme (new board member will take Shane B. Story’s place in January)

Personnel – Susan Richards (chair), Joyce Wilson (negotiations), Don E. Belnap (insurance), Sandy Coroles, and Zane Woolstenhulme.

Learning Environment – Don E. Belnap (chair), Douglas B. Barker, Susan Richards, Sandy Coroles, and Zane Woolstenhulme.

Marketing – Don E. Belnap (chair), Douglas B. Barker, Susan Richards, new Public Information Officer, and Sandy Coroles.

Ogden United – Shane B. Story (new board member to begin in January).

President Heiner stated that he would like the committee meetings to have a purpose; not just have a meeting to have a meeting. He will be reaching out to the committee chairs to make sure that meetings are beginning.

Motion made by Shane B. Story to adjourn the work session. Seconded by Jennifer Zundel, and carried unanimously.

The meeting adjourned at 10:01 p.m.

President

Business Administrator