

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, Utah

General Board Meeting
February 6, 2019

The Board of Education of Weber School District held a Board Meeting in the Board Room at 5320 Adams Avenue Parkway, Washington Terrace, Utah. The meeting convened at 6:00 p.m.

The following Board Members and Superintendency were present:

Jon Ritchie	President
Dean Oborn	Vice President
Jan Burrell	Board Member
Janis Christensen	Board Member
Douglas Hurst	Board Member
Bruce Jardine	Board Member
Paul Widdison	Board Member
Jeff Stephens	Superintendent
Kevin Sederholm	Assistant Superintendent
Lori Jo Rasmussen	Assistant Superintendent
Robert Petersen	Business Administrator

Musical Presentation: Colby Sorensen, Student at Fremont High School

Pledge of Allegiance: Colby Sorensen, Student at Fremont High School

President Ritchie welcomed all present and noted agendas are posted at the front of the room and on either side.

1. Consent Calendar
 - A. Minutes
 - B. Warrant Register
 - C. Budget Update
 - D. New Hires
 - E. Bid/Purchase Approvals
 - F. Leave of Absence Requests

2. Recognitions
 - A. Sheri Heiter, Jennifer Boyer-Thurgood, Christy Wagner, Ben Prall, Kim Irvine and Pam Wahlen, Curriculum & Assessment Team – *E+ Team Award*
 - B. Blake Housley, Jeff Wayment, Mat Long, Troy Baker, Jacob Fulmer, Kelly Hennessy, Dustin Hess and Ryan Henrie, HVAC Crew – *Extra Mile Award*

3. Presentation – Multi-Tiered Systems of Support (MTSS) and Positive Behavior Interventions and Support (PBIS)

4. Discussion/Action Items
 - A. Approval of Revised Policy 4370 *Graduation Requirements* – 1st Reading
 - B. Appointment of Financial Advisor

5. Closed Session
Closed meeting according to provisions of Utah Code 52-4-204,205
(This meeting is a strategy session to discuss the character, professional competence, or physical or mental health of an individual)

AGENDUM ITEM #1 – Consent Calendar

A. Minutes

That the minutes for the Study Session, General Board Meeting Session and Closed Session dated January 9, 2019 be approved.

B. Warrant Register

That check numbers 00007173 through 00007574; and 00497933 through 00499061, totaling \$7,419,934.94 dated January 28, 2019 be approved.

C. Budget Update

That the budget update dated January 28, 2019 be approved.

D. New Hires

That the list of personnel changes and additions dated January 3, 2019 through January 30, 2019 be approved.

E. Bid/Purchase Approvals

There were no purchases to be approved at this time.

F. Leave of Absence Requests

There were no leave of absence requests to be approved at this time.

Board President, Jon Ritchie, called for a motion to approve the Consent Calendar.

Motion: Douglas Hurst Seconded: Bruce Jardine

That the above Consent Calendar be approved. Voting was unanimous in support of this motion.

AGENDUM #2 – Recognitions

- A. Sheri Heiter, Jennifer Boyer-Thurgood, Christy Wagner, Ben Prall, Kim Irvine and Pam Wahlen, Curriculum & Assessment Team – *E+ Team Award*

Lori Rasmussen, Assistant Superintendent, introduced the Curriculum & Assessment Team. Sheri Heiter is the director, Jennifer Boyer-Thurgood, Christy Wagner and Ben Prall are curriculum specialists, Kim Irvine is a teacher leader and Pam Wahlen is the department secretary. Mrs. Rasmussen shared comments from the schools describing them as forward thinking, anticipating needs, dedicated, invested, listening, supporting and coaching – and

they do it all with respect. Members of this team have had some difficult things in their lives and they've been here throughout their adversity and are "all in" for kids each and every day. Mrs. Rasmussen made reference to some balloon bouquets she brought for each team member. They are reminiscent of the movie "Up." The balloons in the movie symbolize freedom from problems associated with daily existence, achieving an objective or a divine view of things – a very fitting comparison with this group. The support they provide teachers is unparalleled. This team is uplifting and they make you smile. Their accomplishments include math and science supports, collaborative leadership teams, summer training, 12 Days of Christmas ideas, English Language Learners (ELL) training for over 200 teachers, assessment, data training for administrators, creation of in-house resources in lieu of textbook, resource adoptions and professional development days which provided personalized learning experiences for teachers. Mrs. Rasmussen showed a photo shopped picture of the group "in the trenches" noting "sometimes it's not glamorous." They hauled and delivered over 800 roses and kept them alive. They unpack hundreds of boxes of textbooks and transport all kinds of teaching materials. A person would be tired and impressed if they observed this team on a day-to-day basis.

Art Hansen, Secondary Education Executive Director; and Cami Alexander, Elementary Education Executive Director, shared excerpts from nomination letters received from schools. The letters describe how teachers feel very supported and appreciate the individualized training they've received. Teachers and principals trust them completely and want to hear their expertise. They are innovative and true servant leaders. They are an invaluable resource. Director of Technology, Lynn Raymond, wrote about the great work they have done collaborating with the Technology Department.

Mrs. Rasmussen summarized you can feel the passion from this team. When she asked them previously what they love about their jobs, their responses were that they love working with amazing people, seeing successes, making a difference in students' lives and they still get to interact with students. It was noted that Pam Wahlen, secretary, "is the rock."

B. Blake Housley, Jeff Wayment, Mat Long, Troy Baker, Jacob Fulmer, Kelly Hennessy, Dustin Hess and Ryan Henrie, HVAC Crew – *Extra Mile Award*

Scott Zellmer, Director of Facilities & Operations, began by stating it is his great pleasure to present the HVAC team, noting, "They are as good as it gets." He introduced the crew. Blake Housley is the foreman. Jeff Wayment is the energy specialist, Dustin Hess is a lead worker. Troy Baker, Mat Long, Jacob Fulmer, Kelly Hennessy and Ryan Henrie are technicians. They are "boots on the ground." They take care of over 50 buildings. Since the beginning of this fiscal year, they have completed over 1,000 work orders. The Weber High School job is a multi-year project. Their nomination came from Weber High School Principal Chris Earnest and Assistant Principal Darlene Sangiorgio. Mr. Zellmer commented it is awesome that schools take time to recognize these hard workers. Pictures were displayed comparing old boilers (Roy Jr. High) and contemporary high tech boilers in the newer schools. They work with all types of equipment. Mr. Zellmer commented this group speaks their own language: BTU, VAV, RTU, etc. Winter is an especially busy and difficult time. This year when Weber High School was investigating a possible student safety concern, this group worked diligently with local and state agencies making sure the building was safe. Mr. Zellmer compared Blake Housley to Scotty from the old *Star Trek* shows – the engineer who was always expected to accomplish the impossible when needed. Portions from the nomination letter received from Weber High School administration were shared.

“...Of the many characteristics seen in a functioning team, this group stands out to us for their professionalism and their ability to communicate effectively... They trained our school custodians on the care and service of the new HVAC systems... They spend extra time and effort assisting our custodian to create a comprehensive map and maintenance schedule of both the existing and the new equipment... Blake Housley and his crew go the extra mile as they quickly respond to any issue we are having... We appreciate the time and effort they take ensuring our building is safe, comfortable and running efficiently.”

Mr. Zellmer concluded, “That’s what they do every day.” Board Member Paul Widdison commented it is highly technical work and he applauds these professionals.

AGENDUM ITEM #3 – Presentation – Multi-tiered Systems of Support (MTSS) and Positive Behavior Interventions and Support (PBIS)

Stacy Rountree and Heather Shepherd are behavior coaches. Ms. Shepherd explained Multi-Tiered System of Support (MTSS) is a framework to maximize achievement, reduce behavior problems, and increase long-term success. The system supports students academically and behaviorally. All students are served through varying levels of support with 80-90% of students receiving universal supports, 10-15% of students provided with targeted supports and 1-8% of students who need intensive supports. Positive Behavior Interventions and Support (PBIS) is a general approach to preventing problem behavior. It is not a curriculum or program but a framework or structure these coaches take school teams through to teach them how to utilize the system. They rely on data to make decisions and focus on prevention and teaching pro social behaviors based on four pillars of PBIS: Establish Expectations, Explicitly Teach Expectations, Reinforce Expectations, and Correct Behavioral Errors. Schools decide what their rules are going to be and how they’re going to teach and set up their framework. 18 elementary schools have received training and are in their first to third years of implementation and six junior highs are in their first year. It takes about two years to get the first tier of supports in place. Ms. Shepherd shared examples of how schools are using the system.

- One elementary school responded to data indicating recess was a hard time. They started implementing a structured recess program where they taught appropriate recess skills and structured how play takes place on the playground. They’ve seen a lot of success.
- Another elementary school gives out school bucks students can use to buy access to some school-wide activities. In looking at the data, they found 6th graders were not using the bucks for the activities. They polled the students and found they really just wanted food. They made adjustments in their rewards to include food.
- A junior high school determined hallways were a problem area. Administration asked teachers and staff to be in hallways or doorways handing out rewards for appropriate behavior. They went a step further and also have an administrator in the hall reinforcing and handing out tickets to teachers and staff for doing what they are supposed to do.

Stacy Rountree noted she is a coordinator and works with five behavior intervention aides. The behavior aides go into regular education classrooms and assist teachers who have behaviorally challenged students. They monitor and redirect student progress, implement trackers, collect data, implement positive reward system and build relationships with the student, teacher and other school level staff. Referrals come from teachers and principals who complete a checklist and form requesting assistance. Teachers and students are trained at the same time. Aides stay in the classroom for 4-6 weeks. They observe and work one-on-one with the student while the teacher is focusing on keeping the class going and watching strategies being used. After week two they start transitioning it back to the teacher. By week four the teacher is managing the class and the aide is there to help if something isn’t going right. By week five or six, the aide is out of the classroom, but still in the building. At that point, they are good to go or sometimes the data shows that the regular

classroom isn't the best academic setting for the student. A chart detailing classroom interventions and supports was displayed showing the following pattern of implementation:

- Foundations – Settings, Routines, Expectations
- Practices – Prevention and Response
- Data Systems – Counting, Timing, Sampling, Incident Reports or Office Discipline Referrals.

For the 2018-2019 school year, 11 classroom behavior interventions have been completed. Of those 11 students, only one moved to a Tier II classroom and one was referred to Special Education services for academics. They are following up with eight classrooms to make sure strategies implemented are still working and the teacher is feeling supported. They are currently working in ten classrooms and five are waiting for assistance. It is beneficial to have aides in the classrooms for a longer period of time instead of just popping in.

Superintendent Stephens commented we were having serious behavioral challenges that were making learning difficult to occur. We've begun to add some additional support. It starts with Stacy and Heather and their leadership. They have built this model from the ground up. It has been such a success. We've got a process in place now to help support our teachers. It is hard work. Dr. Stephens commended Stacy and Heather and their aides. It has been a tremendous collaboration with Special Education, Student Services and Elementary and Secondary Education departments. Everyone works together to provide this additional level of support. Board Member Jan Burrell commented she was able to watch this system in action for the last few years and she commends the collaborative effort they've made with all the departments. It is a system that makes it possible to get kids the help they need. Board Member Janis Christensen echoed the comments noting there are many adults who are suffering and could benefit from this type of effort. She thanked Mrs. Rountree and Ms. Shepherd, noting, "You are saving lives – literally."

AGENDUM ITEM #4 - Discussion/Action Items

A. Approval of Revised Policy 4370 *Graduation Requirements* – 1st Reading

Jennifer Warren, Special Education Supervisor, commented this is the first reading for the proposed revision to Policy 4370 *Graduation Requirements*. The revisions are needed in order to be in compliance with amendments made by the Utah State Board of Education which allows for a school district to award an alternate diploma to a student with a significant cognitive disability, if the student meets the criteria outlined in Utah State Board of Education Administrative Rule R277.

It is requested the Board approve revised Policy 4370 *Graduation Requirements* on a first reading.

Motion: Douglas Hurst Seconded: Bruce Jardine

That Revised Policy 4370 *Graduation Requirements* be approved on a first reading. Voting was unanimous in favor of the motion.

B. Appointment of Financial Advisor

Business Administrator Robert Petersen noted four years ago we had a formal bid for Financial Advisor services. At that time George K. Baum & Company (GKB) was awarded the bid. As Financial Advisor, they help us with bonds, refunding bonds, bond rating, etc. They are valuable in providing data and help with bond elections. As per board policy, after

four years we must review the Financial Advisor contract and every eight years a formal Request for Proposal must be completed. It is our recommendation that we renew GKB for another four years. GKB has provided outstanding service. Dr. Petersen acknowledged Preston Kirk of GKB in the audience and noted they have saved us a lot of money and helped us win bond elections. We look forward to having them as part of our team for four more years. Mr. Kirk noted it is an honor to serve this district and commented, "You are exemplary." Board President Jon Ritchie and Vice President Dean Oborn added their appreciation for the great work they do. They advise and save us millions of dollars.

It is recommended the Board appoint George K. Baum & Company as Financial Advisor for another four year term.

Motion: Douglas Hurst Seconded: Dean Oborn

That George K. Baum & Company be approved as Financial Advisor for Weber School District. Voting was unanimous in favor of the motion.

AGENDUM ITEM #5 – Closed Session

Closed meeting according to provisions of Utah Code 52-4-204,205. (This meeting is a strategy session to discuss the character, professional competence, or physical or mental health of an individual.)

After determining no further business need be conducted, President Ritchie asked Dr. Robert Petersen, Business Administrator, to conduct a roll call vote to move into a Closed Session. Results of the vote were:

Board Member Jan Burrell	aye
Board Member Bruce Jardine	aye
Board Member Paul Widdison	aye
Board Member Janis Christensen	aye
Board Member Douglas Hurst	aye
Board Vice President Dean Oborn	aye
Board President Jon Ritchie	aye

Board adjourned the general session of Board Meeting at 7:04 p.m.

Board reconvened in general session at 8:01 p.m.

After determining no further business need be conducted, President Ritchie called for a motion to adjourn the general session of Board Meeting.

Motion: Jan Burrell Seconded: Paul Widdison

That the general session of Board Meeting be adjourned. Voting was unanimous in favor of the motion.

Meeting adjourned at 8:02 p.m.