

DRAFT UNTIL APPROVED

Closed Executive Session, Study Session and Business Meeting (Tuesday, May 11, 2021)

PCSD, Convened at Centennial Middle School, 305 E 2320 North, Provo, UT 84604

Generated by Bonnie Tautkus on Wednesday, May 12, 2021

Members present

McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Meeting called to order at 4:15 PM

1. 4:15pm Closed Executive Session for the Purpose of Discussing Personnel and Real Estate UT Code 52.4.205

Procedural: A. Welcome: President Melanie Hall

Procedural: B. Roll Call

Melanie Hall, Board President; Rebecca Nielsen, Board Vice President; Nate Bryson, Board Member; Gina Hales, Board Member; McKay Jensen, Board Member, Teri McCabe, Board Member; Jennifer Partridge, Board Member; Stefanie Bryant, Business Administrator; Keith Rittel, Superintendent: Jason Cox, Deputy Superintendent; Mark Wheeler, Director of Facilities

Action: C. Motion to Convene

I move that we convene the closed executive session for the purpose of discussing personnel and real estate and negotiations.

Motion by Board Vice President Rebecca Nielsen, second by Board Member Jennifer Partridge.

Final Resolution: Motion Carries

Aye: Melanie Hall, Rebecca Nielsen, Nate Bryson, Gina Hales, McKay Jensen, Teri McCabe, Jennifer Partridge

Discussion, Information: D. Personnel

Discussion: E. Update on negotiations

Discussion, Information: F. Real Estate

Action: G. Motion to Adjourn

2. 5:00pm Study Session

Procedural: A. Welcome: President Melanie Hall

Meeting called to order at 5:06pm

Procedural: B. Roll Call

Stefanie Bryant, Business Administrator; Gina Hales, Board Member; Jennifer Partridge, Board Member; Rebecca Nielsen, Board Vice President; Melanie Hall, Board President; Keith Rittel, Superintendent; McKay Jensen, Board Member; Teri McCabe, Board Member; Nate Bryson, Board Member

Action: C. Motion to Convene

I move that we convene the Study Session.

Motion by Rebecca Nielsen, second by McKay Jensen.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Information: D. Construction Update: Mark Wheeler, Director of Facilities (audio 00:01:05)

1. Upcoming Summer Projects
 1. Updating intercom systems at Franklin Elementary and Westridge Elementary
 2. Ongoing pavement maintenance
 1. Resealings to prolong life at Amelia, Grandview, Provo High
 3. Backup Generators Project at Independence, Westridge, Canyon Crest and Spring Creek
2. Timpview High School
 1. Phase 1 Bonded receiving bids on May 25th to replace academic wing
 1. Concerns about recent increase in construction prices
 1. We included an 8% inflation increase in our planning, unfortunately the market has far exceeded that in many cases
 1. It varies trade by trade by as much as a 5% increase to a 40% increase in costs over the last 12 months
 2. There are delays with all the trades in procuring materials
 3. We will update you as soon as we know more
 2. South gym is finished, it has been available for use since the week of spring break
 3. The fencing has been removed around the park there and that is also available for use
 4. Restrooms there in the park should be completed hopefully this week for public use
 5. West side entrance construction that is happening now is for designated ADA entrance for use during construction

Discussion: E. Survey Discussion: Y2 Analytics: Stefanie Bryant, Kyrene Gibb and Quin Monson (audio 00:06:51)

Background

Y2 Analytics will be discussing and brainstorming survey/meeting options with the Board in an effort to begin gauging public interest in Dixon Middle School rebuild options.

This agenda item is for discussion purposes only; no recommendation is being made.

Discussion Summary

Board Thoughts:

- As a board, we are looking for a clear picture of preference on what needs to happen with Dixon, not just a sample of the population, but each household within the Dixon Middle School Boundaries.
- We are not trying to persuade, we just want to know what they really want us to do.

- We also would like to effectively and in an unbiased way, disseminate information so that they all have the facts, pros and cons, about each site and option.
- There is also a time factor, safety concerns, Dixon needs to be rebuilt. We don't want to drag this out.
- Some board members feel that we already know what the neighborhood wants and that we don't need a survey.
- Some feel that we only know what the vocal members of the community want, not convinced it is the entire community.
- Some from each of those sides are starting to feel, knowing what we know and have been through over the last couple of years, that the board just needs to decide and move forward

Points from Y2:

- Recommend separating the educational process and the data collection process. If we provide information and ask questions at the same time, it will almost always look biased to someone.
- Y2 excels at data collection, but we also do qualitative focus groups very well.
- Surveys are great for well-defined a or b, yes or no questions to gather data.
- If the options are kind of vague and can be clarified or solidified with focus groups, we can help with that.
- A qualitative process early on can help us make sure we ask the right questions and don't leave anything out of a survey when we are ready to gather the information. This takes more time.
- A simple a or b survey will involve postcards with an online survey and then follow up with paper copies and postage collection from those that didn't respond to the postcards. It will take about a month for that data collection.
- If you need the data to persuade other voters of the majority's opinion, we can find that out and back it up if we go through a qualitative, scientific, in-depth process.
- If there are mitigating factors that would override public opinion, a survey may cause more problems that it will solve.
- If the data you gather is actionable, if you will use it as a tool to make your decisions easier, then it is worth it.
- Voters will eventually have their voices heard, whether on this question or in the next election cycle.

Recommendation

President Melanie Hall: I suggest that we individually think about this and we will discuss it again as a board in our next study session.

Discussion, Information: F. Policy Review, Visitor Management: Supt. Keith Rittel (audio 00:36:56)

Policy Discussion

ISSUE

District administration generates/revises policies from time to time as needed, whether due to state legal requirements, local identified needs, etc.

BACKGROUND

A chart listing of all the proposed policies for which approval is sought in this meeting is attached.

Provo City School District Policies: Seeking Board of Education Approval, 11 May 2021.

Proposed New Policy for which board approval is sought. Draft Procedures and/or Forms are attached FYI if applicable.

Title	Series	Number	Comments
Visitors to District Schools	7000 (Community)	7060	<ul style="list-style-type: none">• This new policy is aligned with Utah state code and brings us into compliance on this matter.• This policy establishes that the Board has the authority to implement such standards (and extends that authority to each school and site where the program is implemented).• A draft procedure is attached as an FYI for the board. We are awaiting reports from the program's pilot experiences prior to finalizing the procedure.

Policy Series 7000 (Community) One new policy is before the board for consideration.

District administration recommends approval of the policy. The motions to approve may also include language that specifies changes/edits occurring during the study session discussions. The following "motion" language is provided for the board.

Recommended Motion Language:

I move that we approve new Policy 7060 Visitors to District Schools ... [with any edits agreed to in study session]

Doug Finch, Assistant Superintendent of Student Services: We completed a risk assessment and this is one of the three things we were told to fix. We are piloting this system in 4 schools now.

Member Teri McCabe: The procedure seems redundant

Superintendent Keith Rittel: Policies are typically broad, procedures are more detailed on how to implement them. This procedure is in rough draft form and will be until we get more feedback from the pilot programs. This is simply before you as a work in progress, all the spacing problems and grammar issues will be fixed as we move forward. The Policy is what needs to be approved in the business meeting tonight.

Member Jennifer Partridge: Thank you for the work on this.

Member Gina Hales: Yes, thank you. I have questions about undocumented people and others that might be concerned about presenting ID. I know any country's ID will work, but I would like to get some feedback from that group if you can bring that to us as you get feedback on the pilot programs.

Doug Finch, Assistant Superintendent Student Services: We can look for that and bring it to you.

Discussion: G. Large Purchase Request: Business Administrator Stefanie Bryant, Chad Duncan IT Director (audio 00:46:06)

Large Purchase Request
Stefanie Bryant, Business Administrator
Chad Duncan, Technology Director

Issue

Purchases over \$50,000 require board approval, either with the original approved budgets or individually throughout the current fiscal year.

Background

The tech department has one large purchase request for the Board's approval. For safety and security reasons we will be replacing the aged intercom system at IHS which also includes distributed audio in the classroom.

The project will be paid for with YIC and tech AV replacement funds and will be split between years to accommodate budgets. \$49,996 this year and \$24,392.88 next fiscal year. The project will be completed this summer

Recommendation

Make a motion to approve the large purchase request.

Discussion: H. Teacher Substitute Contract/RFP: Jason Cox, Deputy Supt., HR (audio 00:49:01)

Information

Provo City School District has had a contract in place for substitutes to cover classes for teachers when they are unable to attend. The contract is coming to an end and the Human Resources Department went through a Request For Proposal (RFP) process to determine the company that would work for us to provide the substitutes for the next contract cycle (3-5 years). We had several companies respond to the RFP. With the help and support of our Purchasing Director, we then completed a paper screening process and a presentation from the top scoring companies.

Recommendation

I propose the Provo City School District Board of Education accept ESS as the company chosen to provide substitutes for our teachers.

Information: I. LANDTrust Plans: Alex Judd, Asst. Supt. Elementary Ed (audio 00:52:40)

Alex Judd, Assistant Superintendent Elementary Ed: Thank you for reviewing and giving feedback to the principals and community councils on their LANDTrust plans for the upcoming year. They are all ready to go back to the state and need your approving vote to do that. We propose that they be approved tonight.

Vice President Rebecca Nielsen: How do I know how the plans from last year turned out, what results were achieved compared to their goals? Can we get these reports?

Alex Judd, Assistant Superintendent Elementary Ed: Yes, they all have to do a final report in October on the previous year, we can get those to each of you.

Discussion, Information: J. Sex Education Curriculum Materials Committee: Anne-Marie Harrison, Asst. Supt. Teaching and Learning (audio 00:55:41)

ISSUE

Districts (LEAS) are now required to report annually on data related to the state sexual education curriculum. This is that report.

Presentation:
Health & Sex Education Review

NEXT STEPS

No formal action is required from the board at this time.

Bonnie will add the presentation to the agenda in Board Docs per Member Teri McCabe's request and include a link to the presentation in the minutes.

Discussion, Information: K. Planning for Next Year's School Schedules: Keith Rittel, Superintendent (audio 01:07:37)

President Melanie Hall: I want to recommend for next year's school schedules

1. Back to pre-COVID schedule for days/weeks of school.
2. Masks not required or prohibited
3. Vaccinations strongly encouraged (not required)

General approval, notes to learn from last year and to continue to implement good things that were learned, watch and see in our districts and surrounding districts which innovations really come with learning power.

Member Nate Bryson: I like risk management, not risk avoidance. Vaccines are pretty much available for all that want it. I think at some point it has to be the responsibility of individuals to take care of their health.

Member Jennifer Partridge: Students learn better in the classrooms with their teachers and peers.

Member McKay Jensen: Our district has good learners and teachers. I want us to watch going forward and see which innovations really come with learning power.

President Melanie Hall: Will the home study option be gone next year?

Superintendent Keith Rittel: Our plan with Home Study will be through our Homebound policy for those with medical needs. One thing we learned this year was that we can adapt and be nimble - if we ever need to go back to what we've done, we can, but no one is planning to do that.

Member McKay Jensen: We still have a full eSchool option for those that want it, correct?

Doug Finch, Asst. Superintendent Student Services: Yes, our previous eSchool option was partial, it is now full. Just a note, we cannot compel vaccinations by law, I like the word encourage. I want to express appreciation to our nurses, and let you know that they have expressed that the district was good to work with through this last year too. I would also like to express appreciation for our partnership with the health department.

Member Teri McCabe: Do we need to coordinate with the city to encourage specific behavior over the summer?

Superintendent Keith Rittel: I have a meeting with the Mayor coming up, I'd be happy to see what she says.

President Melanie Hall: That is something we could talk about in our next meeting with the city council as well, tentatively June 17th.

Discussion, Information: L. Update on Business Administrator (audio 01:21:23)

Business Administrator Hiring

Keith Rittel, Superintendent: The position is posted and it is open until filled. The board hires the BA. We would like a date next week for the board to interview those applicants we choose from the review on Friday. We need to do this soon to get the best possible applicants - there are other BA positions open across the state.

ISSUE

With the notice of resignation (April 19, 2021) submitted by Provo City School District Business Administrator Stefanie Bryant, a posting has been distributed electronically and otherwise via district resources as well as the Utah School Boards Association.

NEXT STEPS

We are scheduled to review all applications on Friday morning, May 14 at 9am. Here are some issues to be resolved prior to interviews.

- Does the board want a representative or two to be part of the file screening?
- Does the board want to revise interview questions?
- We need to decide on a date for interviews. Suggest the week of May 17th.
- Do we want to limit the number of interviewees?
- The interview process will be with the entire board. Therefore, the date and times chosen will need to be advertised as a formal meeting.

Member Teri McCabe: I would like to review the applications.

President Melanie Hall: All board members are invited to review, up to three can be together at a time to do this, just let Keith know if you are interested.

Discussion, Information: M. Graduation Speaking Assignment Adult Education (audio 01:25:58)

The date on that changed, so Teri McCabe will still be the speaker there.

Discussion, Information: N. Pre-Graduation COVID Testing (audio 1:26:11)

Superintendent Keith Rittel: This was a draft plan, reviewed and discussed with the safety committee, the Health Dept, and high schools. The purpose was a safety measure so if the weather turns bad and we had to move indoors then we would be in

compliance. We should know 72 hours before what the weather should look like. If the board wants us to not do this at all, we will comply.

Vice President Rebecca Nielsen: Most people want a formal ceremony, testing gives us the best chance for that. I have only seen one email complaining about the testing. Plans already in place so it would be a large stress on those people to change things. So I'm fine keeping it how it is.

President Melanie Hall: I agree

Todd McKee, Assistant Superintendent Secondary Ed: I have only heard from one parent. We can come up with other backup plans if needed. This would only be for Seniors that haven't had the vaccination or COVID. This is a celebration - we really want to celebrate them, we don't want to cancel, so we are trying to cover all of our bases.

Member Teri McCabe: I would just like to clarify for those that are worried, I have been at the test to play events and the test is not invasive, it is just a light nose swab.

Recommendation

No changes to current plans

Discussion: O. Consent Calendar Review and Questions: Pres. Melanie Hall (audio 01:34:57)

Issue

The Board of Education is required to approve items in the consent agenda as part of their legal responsibility.

Background

At every board meeting, items come to the agenda that need little if any discussion or debate either because they are routine procedures or already have unanimous consent. A consent agenda (Robert's Rules of Order calls it a consent calendar) allows the board to approve all these items together without discussion or individual motions. Depending upon the organization, this can free up anywhere from a few minutes to a half hour for more substantial discussion on other critical agenda items.

The consent calendar of the Board of Education of Provo School District contains routine items and reports related to approval of minutes, appointment or termination of employees, decisions related to school choice, the monthly financial report including purchases over \$50,000, and other reports requiring no formal Board action.

At times, Board members have questions related to the consent calendar. We encourage Board members to contact staff directly prior to the meeting to explore your questions. However, to facilitate the efficiency of the regular Board meeting, staff desires to provide time for consent agenda questions (if any) during the study session.

Staff recommends Board members fully understand the contents of the consent calendar and recommends its approval; however, no Board action is permitted in the Board study session.

Member Teri McCabe: On the warrant report page 2, does the school district have a contract with Kenneth Grover?

Stefanie Bryant, Business Administrator: He has been integral with our Chinese immersion students from overseas. Due to COVID they were not able to come this year and we had already collected tuition from them so he had overseen our reimbursements to those students. It was a unique situation this year.

Discussion, Information: P. Upcoming Google Calendar Items: Pres. Melanie Hall (audio 01:36:19)

PTA Presidents and Principals

Tuesday, May 18, 2021
9:30 - 11:00a.m., PDC

THS Graduation: Melanie speaking

Tuesday, May 25, 2021
4:00 p.m., THS Football Field

PHS Graduation: Jennifer speaking

Wednesday, May 26, 2021
4:00 p.m., PHS Football Field

Independence Graduation: Gina speaking

Thursday, May 27, 2021
6:00 p.m., IHS Grounds

Adult Ed Graduation: Teri speaking

Thursday, May 27, 2021
7:30 p.m., IHS Grounds

Study Session

Tuesday, May 25, 2021
7:30-9:00 a.m.

Study Session & Business Meeting

Tuesday, June 8, 2021
Study Session 5:00

Business Meeting 7:00

Tentative Joint City Council/School Board Meeting

Thursday, June 17, 2021

12:00pm

Study Session

Tuesday, June 22, 2021

7:30-9:00 a.m.

No board meetings in July

Action: Q. Motion to Adjourn (*audio 01:39:19*)

I move we adjourn the study session.

Motion by Nate Bryson, second by McKay Jensen.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

3. 7:00 p.m. Business Meeting

Procedural: A. Welcome: President Melanie Hall

Meeting called to order at 7:04

Procedural: B. Roll Call (*audio 00:00:13*)

Nate Bryson, Board Member; Teri McCabe, Board Member; McKay Jensen, Board Member; Keith Rittel, Superintendent; Melanie Hall, Board President; Rebecca Nielsen, Board Vice President; Jennifer Partridge, Board Member; Gina Hales, Board Member; Stefanie Bryant, Business Administrator

Action: C. Motion to Convene (*audio 00:00:38*)

I move that we convene the Business Meeting.

Motion by McKay Jensen, second by Rebecca Nielsen.

Procedural: D. Opening Remarks: President Melanie Hall (*audio 00:00:47*)

Thank you to all who are here. Let's start with a prayer.

Procedural: E. Pledge of Allegiance: Bailey Danielson PEA President

4. Community Connections (*audio 00:02:32*)

Recognition: A. Recognition: Teachers of the Year Presented by Glenn Lockwood, Provo Education Assoc. Vice President Secondary Schools

Provo School District 2020-21 Teachers of the Year

Gaile Sheffer - Amelia Earhart Elementary
Peggy McLeod - Canyon Crest Elementary
Julia Shreeve - Centennial Middle School
Carol Gaylord - Dixon Middle School
Jeneal Stoddard - Edgemont Elementary School
Mahauni Fuller - Franklin Elementary School
David Miller - Independence High School
Doug Arney - Lakeview Elementary School
Julie Hoffman - Provo High School
Trisha Stokes - Provo Peaks Elementary School
Elise Clifford - Provost Elementary School
Danielle Fueger - Rock Canyon Elementary School
Audrey West - Spring Creek Elementary School
Sarah Combs - Sunset View Elementary School
Elizabeth Kessler - Timpanogos Elementary School
Denise Abbott - Timpview High School
Xiaoquian Xu - Wasatch Elementary School
Sam Clement - Westridge Elementary School

PCSD Teacher of the Year: Carol Gaylord, Dixon Middle School

Recognition: B. Recognition: Outstanding Classified Employees of the Year Presented by Kurt Albach, PESP President
(*audio 00:09:30*)

ESP of Year Winners for 2020-21

Kimberly Fountain, Secretary, Rock Canyon
Janelle Flake, Cafeteria, Edgemont
Stacy Halladay, Lunch Manager, Amelia
Cinda Morgan, College Readiness Coordinator, Timpview
Kirsti Kirkland, Media Specialist, Provost

Karalee Fisher, Media Specialist, Sunsetview
Kari Connor Lillico, Instructional Assistant, Amelia
Cassi Palmer, Instructional Assistant, Independence
Crystal Bracamonte, Interventionist Coordinator, Canyon Crest
Michelle McCluskey, Bus Driver, Transportation
Jose Lara, ELL Instructional Aide, Provo High School
Casey Slemboski, PE Specialist, Provo Peaks
Kim Williams, Head Custodian, Canyon Crest
Kevin Manwaring, Maintenance, District Office

Kimberly Fountain

Kimberly Fountain is an outstanding Secretary for Rock Canyon Elementary. She has such a positive attitude and smile. She is always pleasant, polite, and professional with parents, students, and anyone who enters the front doors at Rock Canyon. Kim is extremely kind, sincere, and compassionate with the students. Kim is there with her warm smiling heart welcoming students into the office and taking care of any needs they may have. She makes such a positive impact on the students, teachers and overall vibe here at Rock Canyon and she is quick and willingly to assist, help, and serve others before herself on a daily basis! Kim is one who doesn't seek any light, recognition or fanfare for her job and the work she's expected to perform. She is like an "energizer bunny", she just keeps going and going and going...non-stop all day long. Kim has invested many countless/selfless hours of hard work, dedication, and efforts to ensure Rock Canyon runs smoothly and Kim is second to none when it comes to her job.

Janell Flake

We have so many worthy people over here at Edgemont and Janell Flake is one of them. Janell is a bright light in our Cafeteria. She is cheerful and fun with the students and goes out of her way to make their day. She works as a tutor as well helping our students reach their best. Janelle Flake deserves to be an ESP of the Year.

Stacy Halladay

Stacy is kind and gracious to everyone. She is loving and caring about the students at the school and willing to help in any way. Stacy is always laughing and greets everyone with a smile. Stacy is a great asset for the students with dietetic needs at Amelia Earhart Elementary. She greets everyone with a smile and never makes them feel like they are bothering her. She stops what she's doing and checks her pantry, her freezer, and her refrigerator for whatever information or nutrition label is needed. Stacy makes time for individuals who need her expertise and she is always willing to go search for the answers to questions. Stacy goes above and beyond to make sure that anyone who needs to be aware of a menu substitution that could affect a student is aware of the changes. Even if that means sending texts and emails after hours to let people know of any last minute changes. She saves boxes and containers that have nutrition information, just in case they are needed. Stacy always has a "can do" attitude. She never complains and she simply wants things to be right so we can make sure that our students are safe.

Cinda Morgan

Cinda is one of Provo School District's most outstanding employees for her commitment to student success! Cinda helps 9-12 grade students find money to continue their education after high school. Aside from academic scholarships, as Cinda gets to know students, she will search for scholarships that students apply for based on their talents and interests. There are many students that she has been able to help receive full four year scholarships to college that without her, students would not even know was possible. She has created grade level Google Classrooms that students can subscribe to for news and important reminders, and brags up students' successes on social media. She loves students, and they love her! Students know Cinda will meet with them anytime - and this truly means anytime. It's not unusual to find Cinda meeting with parents and students even on summer break. Cinda supports the counseling team with her great planning ideas and is also a great support for the teachers and is willing to help particularly in the area of "personal statement" or "letter" type assignments." Cinda's love for student, teacher, and counselor success is very rewarding to her and she never complains and always has a smile on her face.

Kirsti Kirkland

Kirsti Kirkland is the most amazing media specialist. Her skills and talents go far beyond the media room and she has volunteered her time to put together the school's amazing musical for several years. This year she created a musical that would allow for students to practice and try out virtually. Additionally, she helped in establishing our social emotional curriculum with the Boys and Girls Club this year. Kirsti is incredibly organized and was able to integrate the library curriculum with teaching a valuable social emotional curriculum to students. The manner in which she connects and works with students makes it obvious how much she cares for the students and wants them to be successful and feel important. She never misses a student's birthday and has created a system where students can check out books and have them delivered to their classroom. She also does an excellent job encouraging and getting our students to read and enjoy it. Under her direction the students read the most books ever in the Provost Read Contest. Finally, Mrs. Kirkland oversees our social media accounts and does an amazing job at ensuring that we are making connections with the community and ensuring that they are aware of all the amazing things going on in our classrooms and at our schools.

Karalee Fisher

Karalee puts her whole heart and soul into being our school Librarian and it shows! She spends countless hours researching information and creating costumes to make books come alive. She knows her students and what they love to read, and does her best to have those options in stock on the shelves and in their hands. She is always up to help with projects and activities, we are truly lucky to have her as part of our team at Sunset View!

Cassi Palmer

Cassi's patience and efforts with our students goes beyond just the day to day requirements of her position. As an instructional assistant in our student success class, her collaboration with each teacher shows her commitment to the students and her peers. She completes assignments on time, collects and analyzes data in helping our students be successful, and participates in personalizing behavior and academic plans for students. Many at the school will tell you that Cassi has done one thing or another for them beyond her job description; whether creating a graphic on the computer, figuring out a design to put on a sweatshirt, or brainstorming service learning opportunities, Cassi is always willing. Cassi is an important member of our Independence Family.

Crystal Bracamonte

Crystal has helped revise and support the MTSS program at Canyon Crest. She coordinates all of our support staff as they meet the Language Arts Needs of the most at-risk students. Crystal has trained the interventionists and oversees the small group instruction as they work with students. She directs quarterly data reviews with each grade level in determining the individual needs of students. This year, along with her regular assignments, she has certainly risen to full heights during the events of the pandemic, and provided aid and support to the teachers as they needed "hard-to-find" substitutes to cover their classes during illness and quarantine periods. Crystal performs all of her many roles with expertise and finesse. She is never flustered or impatient with anything that is tossed her way. Her quiet demeanor and strong ability to lead and follow through has been a tremendous support to our program and school.

Jose Lara

Jose is a fantastic asset to our students who are English Language Learners! He is primarily assigned to help students in their content level courses. Jose is dedicated to students, often tracking them down throughout the day to check in on them. He builds personal relationships with students and learns how to motivate them according to their needs. He also is a great educational help to students, helping them access the curriculum in science and math classes. If a student is struggling with something, Jose will frequently look up additional material to help them understand, or help the student advocate for themselves with the teacher to meet their needs. We are so grateful for Jose's dedicated work!

Casey Slemboski

Even though she is a PE Specialist the place Casey is most seen at work is in the Lunchroom. She always goes the extra mile with a smile for everyone (yes, she can smile with her eyes). She takes the time to make sure that the students are eating and encourages them to, "Take two more bites." She takes the initiative to keep things running smoothly and knows how to do this with just the right tone and volume. I don't believe there is one student that she does not know by name. She can do anything you throw at her, from substituting in classes last minute, to conducting interventions. Casey is a great asset to Provo Peaks!

Kevin Manwaring

Kevin is the best at what he does. He is the plumber for the entire district. Anytime I have any water issues that I can't figure out how to fix. He will come by and save the day. Kevin knows so much about plumbing and many more, there is never a question that he can't answer. He is also super fast, he will respond within the day most of the time and then it only takes him a few minutes to figure out what is wrong with it. Kevin is patient, he always takes the time to explain to you what is wrong with the issues and how to fix them next time or what you should do. I know that he is very appreciated because the entire custodial team relies on him to fix major problems that we are having. Kevin is extremely funny too and he always has a funny joke to tell you.

Kim Williams

Kim is an amazing employee! She is always very polite and kind to everyone at her school. I know that everyone at Canyon Crest was so excited and happy that Kim was the new head custodian over there. She has done an amazing job at making sure that school is getting the attention it needs. They love and appreciate her so much. Kim has so much knowledge when it comes to cleaning the building and she is always willing to answer all of my thousands of questions and is always willing to help me out. She always has a funny joke to say and can always cheer you up when you are feeling down. Her school is always very clean and she treats her employees wonderfully.

Michelle McCluskey

Michelle is a phenomenal bus driver who always has a smile on her face. She knows the transportation policies and procedures and enforces them consistently. More importantly, she is quick to build relationships with students on her bus routes. She loves them and the kids know it. Michelle helps to transport some of the most at-risk students in our school district to the special programs they need to be successful. Her bus becomes part of those programs. She makes her bus a fun place to be, bringing bubbles, coloring pages, and other fun toys to occupy the students as she transports them safely to school. She goes above and beyond to be aware of the kids' needs - meeting with teachers, administrators, and other team members (even outside of her normal schedule) to ensure she is consistently setting the kids up for success. Michelle is not only great with our younger and developmentally impaired students, but she is also great with our high school population as well! She teaches them to respect her and each other, and quickly builds powerful relationships with them so that they feel known and cared about.

Kari Connor Lillico

Kari Connor Lillico loves her job and loves the students that she works with. Kari is assigned to work with our students who struggle with success in the classroom. These struggles can cause the student to shut down or act out. Kari meets with and checks in on the students everyday throughout the school day. She works closely with their teachers to determine the most effective times for her to help students in the classroom, in the hall, or in her wellness room. Kari helps to facilitate and support the behavior plans and trackers that most of her students have. She is positive and encouraging and because the students know that she genuinely believes in them, they are comfortable talking to her about their successes and their mistakes. Kari has a full schedule and is a master at scheduling her time. Even though she is held to a 29 hour work week, every minute is filled up caring for her students. She even adjusts and schedules her personal time (lunch and bathroom breaks) to make sure the students' needs are met. Her actions let everyone know that the students always come first. Her students absolutely love and adore her and are disappointed if they ever have to miss their time with her. Kari is cheerful and an absolute delight to work with! When a new need arises in our school, Kari is always the first person to volunteer to help out in any way she can.

Recognition: C. Recognition: Counselor of the Year Presented by Nate Warner, Lead Counselor (audio 00:19:26)

Emily Jimenez – Provo School District Counselor of the Year

Emily Jimenez is the Provo School District Counselor of the Year. Emily has worked 9 years as a School Counselor at Provo High School. Emily is an awesome School Counselor who advocates for her students with passion and love. She is a role model for her students and she goes the extra mile to help her students graduate and be college and career ready. Emily has a unique talent in making people feel accepted and loved for who they are. She is warm, compassionate and charitable. A School Counselor colleague said this of Emily:

"Emily is a ray of sunshine in our office. Always helpful, optimistic, kind and loving. You can always depend on her to go above and beyond on any project or task assigned to her. She is quick to make us laugh with her witty sense of humor." Another School Counselor commented:

"Emily is an outstanding School Counselor and human being that deserves to be recognized. She is a person that no matter what, she is always there to listen to you, help you, and go the extra mile to help you know you are taken care of. She is incredible at building rapport with students and families and seeks to help them with equity and access. She is a natural leader and a wonderful team player."

Emily Jimenez is a terrific School Counselor and it's an honor to award her the Provo School District Counselor of the Year!

Recognition: D. Recognition: Counseling Support Staff of the Year Presented by Nate Warner, Lead Counselor (audio 00:22:40)

Cheryl Allred, Counseling Support Staff of the Year

Cheryl Allred is the full time Counseling Secretary and Receptionist at Timpview High School. She has worked at Timpview for 6 years in this position. Cheryl is terrific and very efficient! She is very organized and she helps the Counselor's with anything they need. Cheryl can multi-task with the best of them and that's always a critical need in the Counseling Center. Cheryl is the face of the Counseling Center and she is very good at greeting students/parents and helping the students/parents feel at ease. She goes the extra mile to help students and parents get the information they are asking for. She is really good at keeping the Calendar and making sure she gets all of the student's out of class for their Counselor appointments. Cheryl also runs around the school a lot to get students out of classes when we don't have Office Aides. She never complains about it. Cheryl is wonderful with new students in helping them get the information they need to enroll and register for school. Cheryl is professional and knowledgeable. She is an important part of our Counseling team and we would not be a very good counseling team without her contribution. Cheryl has also helped a lot this year with our registration process and she helps students/parents register for classes and answers their questions patiently. In essence, Cheryl makes the job of being a School Counselor easier. She helps keep the Counselor's organized and on task and she is great at following through when she is asked to help with something. Cheryl Allred is very deserving of the honor of being named the Provo School District Counseling Support Staff of the Year!

Procedural: E. Public Input (audio 00:25:20)

To the extent that the Board of Education becomes involved in personnel matters, Utah law provides that its deliberations must be maintained confidential and in executive sessions. Not only is this the law, but there are good public policy, leadership and fairness reasons for confidentiality. These reasons are also recognized in the private sector.

Concerns regarding an individual employee or employees may be submitted in writing to the Board for discussion in a closed, confidential executive session.

Ashley Gerstner, Rock Canyon Elementary: No masks. Opposed to CRT.

Clay DeGraff, 84604: Opposed to CRT, Opposed to Equity, No masks.

Cherie Heinzig, Westridge, Wasatch: Full time school, No Masks, Parent Written Exemptions for masks starting immediately

Meredith Stanley, 84604: Full time school, no masks

Adriana Reeve, Edgemont: No Masks, opposed to CRT

Karen Willis, Rock Canyon: No masks next school year

Melanie Allen, Amelia Earhart: Parental exemptions should be allowed, no masks, stop test to play, don't promote COVID Vaccines, No CRT

Holly Williams, Rock Canyon: In person full time, no masks, no test before graduation, no test to play

Haidon Williams, Rock Canyon student: No masks

Jared Curtis, Timpanogos: No masks or social distancing

Jim Heniger, Rock Canyon: Full time school next year, no masks

Lizz Perkins: No masks

5. Business Items (audio 01:01:55)

Action: A. Approve Policy 7060 Visitors to Public Schools

Complying with risk assessment

I move that we approve new Policy 7060 as discussed in the study session [with any edits agreed to in the study session].

Motion by Nate Bryson, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action: B. Approve Large Purchase Request

Intercom upgrades for IHS

I move we approve the large purchase request to replace the intercom system at Independence HS.

Motion by Jennifer Partridge, second by McKay Jensen.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action: C. Approve Teacher Substitute Contract/RFP

Contract expires at end of June, did RFP of available vendors, chose ESS

I move we approve ESS as the company chosen to provide substitutes for our teachers.

Motion by McKay Jensen, second by Nate Bryson.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action: D. Approve LANDTrust Plans

I move we approve the LANDTrust Plans as previously reviewed.

Motion by Rebecca Nielsen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action: E. Approve Plans for School Schedules Next Year

I move that we approve the plans for 2021-22 school schedules as discussed in the study session.

Motion by Jennifer Partridge, second by McKay Jensen.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

6. Consent Calendar

Action (Consent), Minutes: A. Board Minutes as Part of the Consent Calendar

Resolution: I move we approve the board minutes as part of the consent calendar.

I move we approve the board minutes as part of the consent calendar.

Motion by McKay Jensen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Minutes: B. Apr. 20 Study Session and Business Meeting

Action (Consent), Report: D. Personnel Report as Part of the Consent Calendar

Resolution: I move we approve the personnel report as part of the consent calendar.

I move we approve the board minutes as part of the consent calendar.

Motion by McKay Jensen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action (Consent), Report: E. Home School, School Choice, eSchool Report as Part of the Consent Calendar

Resolution: I move we approve the home school and school choice reports as part of the consent calendar.

I move we approve the board minutes as part of the consent calendar.

Motion by McKay Jensen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action (Consent), Report: F. Financial Reports as Part of the Consent Calendar

Resolution: I move we approve the financial reports as part of the consent calendar.

I move we approve the board minutes as part of the consent calendar.

Motion by McKay Jensen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

Action (Consent): G. Approve the Consent Calendar

Resolution: I move we approve the consent calendar.

I move we approve the board minutes as part of the consent calendar.

Motion by McKay Jensen, second by Gina Hales.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe

7. Board Member Report Gina Hales (audio 01:09:18)

A. Member Gina Hales

Board Member Report May 2021 Gina Hales

8. Superintendent's Report (audio 01:34:55)

Information, Report: A. Approved Student Travel

Approved Student Travel: PHS Drama to Cedar City September 30, 2021- October 2, 2021

Report: B. Miscellaneous Items

1. PHS Boys Soccer Team, won academic award - top gpa state
2. THS Girls Golf - Probably won state championship

9. Adjourn (*audio 01:36:18*)

Action: A. Motion to Adjourn

I move we adjourn the business meeting.

Motion by Jennifer Partridge, second by Rebecca Nielsen.

Final Resolution: Motion Carries

Aye: McKay Jensen, Rebecca Nielsen, Melanie Hall, Jennifer Partridge, Nate Bryson, Gina Hales, Teri McCabe