

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

General Board Meeting
September 2, 2020

The Board of Education of Weber School District held a Board Meeting in the Board Rooms 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
Douglas Hurst	Board Member
Paul Widdison	Board Member
Janis Christensen	Board Member
Bruce Jardine	Board Member
Jeff Stephens	Superintendent
Art Hansen	Assistant Superintendent
Lori Rasmussen	Assistant Superintendent

Robert Petersen, Business Administrator, was excused from the meeting.

1. Pledge of Allegiance: Board Member, Jan Burrell
2. Consent Calendar
 - A. Minutes
 - B. Warrant Register
 - C. Budget Update
 - D. New Hires
 - E. Bid/Purchase Approvals
 - F. Leave of Absence Requests
 - G. Revision of Early Literacy Plan
3. Recognitions
 - A. Brittney Weston, Midland Elementary School - *WSD First Year Teacher Award*
 - B. Aaron Yates, Roy High School - *WSD First Year Teacher Award*
 - C. Karlie Plant, Bates Elementary School - *WSD First Year Teacher Award*
 - D. Connie Malan, Roy High School - *WSD Classified Employee of the Year 2020*
 - E. Alan Rhees, Lomond View Elementary - *WSD Teacher of the Year 2020*

4. Discussion/Action Items
 - A. Approve LEA Licenses and Endorsements
 - B. Approval of Policy 4121 *Sexual Harassment under Title IX* - 2nd Reading
 - C. Approval of Partnership with Weber School District and Rocky Mountain Home Fund

5. Information Items
 - A. Proposed Kaneshville/West Haven Elementary Level I Boundary Adjustment

AGENDUM ITEM #2 – Consent Calendar

A. Minutes

That the minutes for the Study Session and General Board Meeting Session dated July 29, 2020 be approved.

B. Warrant Register

That check numbers 00014188 through 00014281; and 00519047 through 00519611 totaling \$8,654,115.11 dated August 23, 2020 be approved.

C. Budget Update

That the budget update dated August 23, 2020 be approved.

D. New Hires

That the list of personnel changes and additions dated July 23, 2020 through August 27, 2020 be approved.

E. Bid/Purchase Approvals

That the purchase of Panorama Student Success Platform for all Elementary Schools at a cost of \$48,000 for each of the next two years be approved.

F. Leave of Absence Requests

That Sharon Garner, an Aide at Hooper Elementary, be granted a leave of absence per her request.

That Janet Turner, Head Secretary at Bonneville High School, be granted a leave of absence per her request.

That Laura O'Donnell, a Kindergarten Teacher at Freedom Elementary, be granted a leave of absence per her request.

That Rachel Griffith, an Elementary Counselor Aide for Weber School District, be granted a leave of absence per her request.

That Reese Dahle, a Bus Driver for Weber School District, be granted a leave of absence per his request.

G. Approval of the Revision to Early Literacy Plan

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

Motion: Bruce Jardine

Seconded: Paul Widdison

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

AGENDUM ITEM #3 – Recognitions

- A. Brittney Weston, Midland Elementary School - *WSD First Year Teacher Award*
Dave Hales, Elementary Supervisor, explained that he knows Brittney well, he is her uncle. Colleagues mentioned that she is sweet, loving to everyone, very capable and jumped into her position right out of the gate. She makes every student feel like they are the most important person in her class. Principal Stacy Rountree wrote, Mrs. Weston welcomes the opportunity to take some of the toughest kids in the school and comes to work every day with a smile on her face. She continues to implement the best teaching strategies and is continually developing herself professionally through ongoing professional development. She always goes above and beyond building relationships with her students.
- B. Aaron Yates, Roy High School - *WSD First Year Teacher Award*
Gina Butters, Secondary Education Director, describes Aaron as a force! He is an amazing young teacher that has elevated the Royals. Gina noted that just as a hydraulic jack is used to raise a car, Aaron's presence at Roy High makes him the hydraulic jack in raising his students. Students describe him as their favorite teacher and he makes learning fun. One of his students said, "Mr. Yates helps me understand and is patient with me if I don't get it the first time." Aaron once received an award for determination and now teaches his students to also have determination. Matt Williams, Roy High Principal, mentioned how Aaron has transformed the automotive department at Roy High School. He has organized learning spaces, has high expectations for all, respectful behavior, sets a tone for his classroom with a professional tone, and focuses on professionalism and customer service (soft skills). Mr. Yates earned his degree in technology engineering. He shared how one day a light came on, and he made the decision to become an automotive teacher.
- C. Karlie Plant, Bates Elementary - *WSD First Year Teacher Award*
Quinn Karlinsey, Special Education Director shared that Karlie is a resource teacher at Bates elementary teaching grades 4-6 and no assignment will stop her. Her coworkers describe her as lively, exciting, jumps in to help and is a motivator with high energy. She instills her love of reading to her students. Her principal Laura Wright, wrote that she communicates with parents frequently in order to adjust her teaching. She works together to improve the child study process and focus on students. She teaches both academic and social skills by asking her students these three questions:

1. Share with me how you feel.
2. Why do you think you feel that way?
3. What do you need to do to reset?

She also teaches them to be advocates for themselves. She has created a positive environment using posters and diagrams with positive quotes throughout her classroom.

- D. Connie Malan, Roy High School - *WSD Classified Employee of the Year 2020*
Art Hansen, Assistant Superintendent, described how Connie's co-workers couldn't say enough good things about her. She has been with Weber School District for 24 years. She began as a CTE aide, then moved into the writing lab at Roy High. She approached her principal Matt Williams regarding training to become the technology education coach, and testing facilitator. Connie is always willing to take on new assignments which speak to her character. Gina Butters, Secondary Education Director, said, "Connie is the glue that holds Roy High together." She applied for Roy High to become a pilot school for free ACT tests. Chris Maag, a coworker, describes Connie as most epic! She takes students to the next level and is an absolute delight to work with. Sheri Heiter, Curriculum and Assessment Director, calls her a superstar. She enjoys helping those that are technology challenged. Finally, her coworker, Annette Corey, said she has all the qualities of a perfect employee, is uber-intelligent, kind, funny, and personable. She is a true Royal and a lifelong learner.
- E. Alan Rhees, Lomond View Elementary - *WSD Teacher of the Year 2020*
Lori Rasmussen, Assistant Superintendent, describes Alan as a humble soul. Alan is a legend and has taught in Weber School District at Lomond View Elementary, for 35 years. Alan was a big help in getting Canvas to teachers during the soft closure. He has been a brainblast instructor from the beginning with all of his sessions available filling to capacity. He is that rare once in a lifetime teacher. Many opportunities could have taken him away from teaching, but he has deep roots in Weber School District. His grandpa taught for 40 years in Weber School District. His dad was Assistant Superintendent. His mom was Lomond View's secretary for 26 years and both his brother and sister are teachers. Family is important to him. He has always been that teacher that students hope and pray that they get. He is the teacher that people are inspired to write about. The soft closure exemplified his teaching skills, experience, and willingness to serve others. Alan would do his work and lessons at night so he would be available to teachers during the day. His principal, Justin Skeen, wrote how Alan met with each teacher during the summer to help with Canvas in the event of another soft closure. Lynn Raymond, Technology Director, describes Alan as the best teacher. Alan is quoted as saying, "Be the best you can be each day and leave it on someone. Monuments and statues don't mean that much." Teaching is not a career but a lifestyle for Alan.

AGENDUM ITEM #4 – Public Comment

Brandon Baca - WEA President and Teacher at Sand Ridge Jr High, addressed his concerns in difficulty with achieving proximity. Suggesting a hybrid model.

Karen Roylance - Teacher at T. H. Bell Jr. High, addressed her concerns regarding students not wearing masks. Distancing is not happening in her school. Ventilation is inadequate and occupancy levels are too high. Suggesting split schedule, or blended model.

Lesa Love - Teacher at Sand Ridge Jr. High, addressed that teaching fine arts online is difficult. Kids are not socially distancing, and not wearing masks. A hybrid schedule was suggested.

Jami Lange - Teacher at Green Acres Elementary, addressed her concern about teacher workload and a lack of communication. Requested that audio and video recordings of Board and Study Sessions be posted to Weber School District website.

Jennifer Gravier - Teacher at Sand Ridge Jr. High, addressed her concern regarding the quarantine of 100 students at Sand Ridge Jr. High and the inability to physically distance. A hybrid or split schedule suggested.

Layla Hardy - Teacher at Sand Ridge Jr. High, asked the Board to reconsider moving into the intense option in our framework with a hybrid schedule.

Madison Williams - Teacher at Pioneer Elementary, addressed her concern that her school has no air conditioning and the small spaces they are working in with 28 students. She also noted how Canvas is not elementary friendly. She suggested that Google classroom would be a better option for elementary.

Jennifer Kasteler - Teacher at North Park Elementary, addressed her concern regarding severe special education students and how to best teach them online.

President Ritchie noted the number one thing we want is safety for everyone. He thanked those that have put together our framework and noted we will look into concerns presented tonight and for everyone to know the Board is transparent and very informed of all processes.

Dean Oborn, Board Vice President, explained he had received an email from a teacher that stated you need to have our backs. He noted that it takes time to put together a plan with Board and administration input. When the soft closure began it was decided we would have five committees develop our framework based on recommendations from the health department. A hybrid schedule has been discussed, but based on recommendations from the health department we are not required at the current level to change to that type of schedule, but can move into one if circumstances worsen. We have had some hard decisions to make and we want to do the right thing. We cannot please everyone and we hope we will be able to fine-tune our framework as we go.

Board Member, Bruce Jardine commented we have flexibility in what we need to do. Opportunities are there based on the needs of each individual school. We can make the best decision we can make. We extended guidelines with what the health department recommended regarding positive cases. He also addressed the audience regarding special education students and how appreciative he is on how things have been handled thus far.

Board Member, Jan Burrell expressed how her strongest connections are to teachers. As plans were developed teachers were a part of the planning process. She encouraged all to stay in the conversation with their administrators and Board. We are all first time pandemic parents and we will do the best we can.

Superintendent Stephens concluded by thanking everyone for the civil discourse and our ability to talk and communicate.

President Ritchie closed the public comment portion of the meeting.

AGENDUM ITEM #5 – Discussion/Action Items

A. Approve LEA Licenses and Endorsements

Larry Hadley, Human Resources Director, noted following the Board approval of Policy 7135, we have this month's list of recently hired or currently employed teachers that fall under the new LEA specific licensing procedures. It is requested the Board approve the LEA License and Endorsement lists.

Motion: Jan Burrell

Seconded: Janis Christensen

That the LEA License and Endorsement list be approved. Voting was unanimous in favor of the motion.

B. Approval of Policy 4121 *Sexual Harassment under Title IX - 2nd Reading.*

Heidi Alder, Legal Counsel for Weber School District, noted that last month this new policy was presented to the Board with the new regulations the Federal Department of Education have put into place surrounding Title IX and indicated that there have been no changes. It is recommended the Board approve Policy 4121 *Sexual Harassment under Title IX* on a second reading.

Motion: Paul Widdison

Seconded: Bruce Jardine

That the approval of Policy 4121 on a second reading be approved. Voting was unanimous in favor of the motion.

C. Approval of Partnership with Weber School District and Rocky Mountain Home Fund

Superintendent Stephens, explained this is an innovative program using proportionate home ownership to individual teachers who are currently renting or have unaffordable mortgages. This is a unique program that will help in our recruiting of and retaining teachers. We want to focus on teachers in areas with high shortages and be able to work with teachers for greater diversity in our district. All safeguards have been put into place to protect any district resources. It is recommended the Board approve the Partnership with Weber School District and Rocky Mountain Home Fund.

Motion: Doug Hurst Seconded: Janis Christensen

Doug Hurst, noted this is not an exclusive partnership.

That the approval of Partnership with Weber School District and Rocky Mountain Home Fund be approved. Voting was unanimous in favor of the motion.

AGENDUM ITEM #5 – Information Items

- Proposed Kaneshville/West Haven Elementary Level I Boundary Adjustment

Cami Alexander, Elementary Education Director, explained the need for an adjustment to boundaries due to development in the area. The additional neighborhood will attend West Haven Elementary. These adjustments will not affect any current secondary school boundaries.

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: Dean Oborn

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

General Board Meeting adjourned at: 8:07 p.m.