

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

General Board Meeting
June 9, 2021

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	Board President
Dean Oborn	Board Vice President
Doug Hurst	Board Member
Janis Christensen	Board Member
Paul Widdison	Board Member
Jan Burrell	Board Member
Jeff Stephens	Superintendent
Art Hansen	Assistant Superintendent
Lori Rasmussen	Assistant Superintendent
Robert Petersen	Business Administrator

Board Member Bruce Jardine attended virtually.

1. Pledge of Allegiance:
2. Consent Calendar
 - A. Minutes
 - B. Warrant Register
 - C. Budget Update
 - D. New Hires
 - E. Bid/Purchase Approvals
 - F. Leave of Absence Requests
 - G. Approval of Student Travel 2021-2022
3. Presentation:
 - A. Y2 Analytics Presentation on Survey Data
 - B. FY 22 Schedule Survey Data Results
4. Discussion/Action Items
 - A. Approval of Revised Policy 4370 – *Graduation Requirements* – 2nd Reading
 - B. Approval of Revised Policy 2360 – *Special Education Transportation* – 1st Reading
 - C. Approval of Northeast Commercial Project Area
 - D. Approval of Amendment to the CRA Jeremiah's
 - E. Approval of Amendment to the CRA Sierra RV

- F. Ratification of Employee Contracts
 - 1. Certified Employees
 - 2. Support Professionals
 - 3. Administrators
- G. Approval of 2020-2021 Budget
- H. Budget Hearing
- I. Initial Approval of “Working” 2021-2022 Budget
- J. Approval of Real Property Lease

AGENDUM ITEM #2 – Consent Calendar

A. Minutes

That the minutes for the Study Session and General Board Meeting Session dated May 5, 2021, be approved.

B. Warrant Register

That check numbers 00016564 through 00017035; and 00527889 through 00529381 totaling \$7,191,841.96 dated June 2, 2021, be approved.

C. Budget Update

That the budget update dated June 2, 2021, be approved.

D. New Hires

That the list of personnel changes and additions dated April 30, 2021, through June 3, 2021, be approved.

E. Bid/Purchase Approvals

F. Leave of Absence Requests

That Kyla Berrett, Kindergarten Teacher at Hooper Elementary School be granted a leave of absence per her request.

That Gina Hanor, Unit Manager at Washington Terrace Elementary be granted a leave of absence per her request.

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

Motion: Doug Hurst

Seconded: Jan Burrell

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

AGENDUM ITEM #3 – Presentation

A. Y2 Analytics Presentation on Survey Data

Superintendent Stephens introduced Kyrene Gibbs from Y2 Analytics.

Kyrene began her presentation noting five key findings:

1. There is fertile ground for a bond proposal that does not increase taxes. 60% of respondents would support the \$239 million bond with no tax increase.
2. Voters throughout WSD see & feel the growth in the region, but while they recognize the need for the District to adapt, they are not ready to write a blank check. 48% would support the \$287 million bond with a property tax increase.
3. Attitudes toward WSD are generally positive but trust in the district fiscal responsibility lags behind perceptions of need. 56% of respondents agree that the district needs more funding to deal with current and future needs. However, only 41% have confidence in the district to manage funding responsibly.
4. Those who are likely to vote for a WSD bond proposal are motivated by the District's need to keep up with growth in the area. Those likely to vote against cite dissatisfaction with taxes and mismanagement.
5. In an ideal election environment - where all voters consume only positive information about the bond proposal - support for both proposals increases and strong support is shored up by double digits.

Survey Methodology:

916 voters within WSD boundaries from April 21 to June 3, 2021. Margin of error + or - 3.7%

General Perceptions & Priorities

- 2/3 of likely voters in the county feel things are headed in the right direction. More common among women.
 - Attitudes about WSD are largely positive, 60% indicate students receive excellent education in WSD.
 - Voters concerned about teacher quality, retention and class sizes. Concerns about long-term effects of the pandemic.
 - Buildings and facilities are not top-of-mind for voters, despite growth. Half of likely voters agree WSD need more funds to expand and rebuild schools.
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- 2/3 indicate positive trajectory in Weber School District
 - 57% rate WSD education good/excellent
 - Top issues: Teacher quality/pay & overcrowding.
 - Trust with money lagging behind perceived need 56% agree

Bond Scenarios & baseline support

- Most popular option is the \$239 million, no tax increase with more than 60% of voters
- The \$287 million with \$30/yr. tax increase falls short of majority baseline support.
- Once voters are exposed to the plan, they are willing to fund the \$287 million option. A robust information campaign would be necessary.
- Supports cite need for new and improved buildings. Opponents most concerned with idea of tax increase.
- Majority haven't heard about the bond

Scenarios for the different bond amounts were discussed (\$239 million and \$287 million).

Females and voters with kids in the district are more likely to support the \$239 million bond with no tax increase. Bonneville and Fremont High cones are more likely to strongly support the bond. Voters with kids in the district and ages 35 to 54 more likely to support the \$287 million bond with a tax increase.

Voters were presented with different rationales on why they would support or advocate a bond. Most were messages from needs of the district and how the bonds will be spent.

Four winning messages hinge on need and include messages focusing on rapid growth, opportune time to bond, need for new high schools, and need for updates to existing schools. Each result in over 60% saying they would be somewhat likely to support the bond.

Messages perform differently among different demographic groups: 1) messages on rapid growth and need for new schools are less effective among ages 65+ and more effective among younger audiences. 2) Bonneville High cone more likely to resonate with message that the bond can legally only fund construction, and the District has been wise in the past. Roy High cone least likely to resonate. 3) Residents with kids in the district more likely to respond positively to all messages. (Ex.) Now is an opportune time to bond, rapid growth, and need for new schools. 4) Women respond better than men to all messages.

After reading messaging in support of the bond, residents are more likely to say they would vote for the bond. Total likely support for the bond increases by 14% among those who saw the \$287 million bond and 7% among those who saw the \$239 million bond plan. 49% of voters fall into the persuadable audience of voters who may be convinced to vote for the bond if effective messaging is used.

Board Member Jan Burrell asked about 3.7% margin error. It was noted the initial baseline suggests the \$239 million bond scenario is likely to pass.

Board Vice President Dean Oborn asked how our tax valuation would affect our ability to bond higher without affecting the tax rate. It was noted, it increases our capacity to bond. District financial advisors, Stifel Inc. are currently analyzing this possibility. A major challenge is to determine the real cost of these projects and try to factor in inflationary costs. We are already hearing from architects for example on our high schools. For the 2012 & 2017 bond we needed to find additional money through sale of property, capital outlay budgets and premium when bonds were sold. We made up the short fall. Some of these ways are being eliminated. We need to have accurate projections on costs.

Business Administrator Robert Petersen noted in working with Stifel, our assessed value has gone up 18%. We have reason to believe it may increase another 10% the following year. Bonding without a tax increase could possibly be up to \$270 million. Superintendent Stephens noted we do not want to ask how much we can bond, but say what are our highest priority projects and what is the closest estimated cost to achieve that. Prioritizing our needs will be the most important.

Board Member Doug Hurst asked how much of the 18% of tax assessment increase is new properties verses the evaluation of existing properties. It was noted it is 6% in new growth. The only thing the Board controls is the rates, which have remained the same for the last four bond cycles.

Superintendent Stephens thanked Kyrene for the valuable information. Superintendent Stephens recommended to the Board over the coming weeks to remain in listening mode and seek opportunities to receive feedback from constituents. Community Relations Specialist Lane Findlay and Superintendent Stephens will attend every city council meeting to present information on our needs due to growth, aging facilities and gather input from city leaders. A decision whether to bond will need to be made at the August Board meeting. It was noted in a preliminary status, we are in a good place.

B. FY 22 Schedule Survey Data Results

Curriculum/Assessment Director Sheri Heiter presented data on the possible shortened modified schedule for the upcoming 2021-2022 school year.

Sheri began her presentation noting the statement indicated on the survey as follows: This past year, the Utah State School Board and the Utah Legislature allowed school districts to propose a flexible schedule to accommodate the many demands placed upon educators as a result of the pandemic. Recently, the Utah State School Board amended the policy which required 990 hours of face-to-face instruction for the 2021-2022 school year. This amendment provides some flexibility for school districts regarding traditional times in school. With that in mind, the Weber Board of Education is seeking feedback from teachers, employees and parents regarding a possibility of continuing to effectively utilize the 45 minutes each day to: 1) seamlessly integrate a blended learning component into each teacher's curriculum in ways that would enhance and enrich the teaching and learning experience for every student; and, 2) to allow teachers to more effectively personalize and customize instruction for every student.

It was noted the survey was open from May 11-20, 2021 and sent out via email to parents and employees with 8,232 responses. The survey consisted of two questions, one including 45 minutes each day for teachers to increase blended learning opportunities and the other noting the

45 minutes to be used at the beginning of the school day. Different levels of responses were then discussed with overall 71% in favor of an alternate schedule.

Summary:

1. There is support for an alternate schedule that would allow time for teachers to understand and incorporate blended learning and effective personalized instruction.
2. Survey responses were not significantly impacted by school level or geographic area.
3. Respondents favor a schedule that would delay the start of the school day by 11.3% over an early dismissal.
4. The need for intervention and more personalized learning requires robust teacher knowledge to enhance and enrich the teaching and learning experience for all students. Thus, we need dedicated time for both professional learning and integration.

Sheri concluded her presentation noting the tremendous need to offer intervention for a robust educator experience. The need for blended learning opportunities is crucial. Teachers need the extra time to learn and implement it into their current teaching plans.

Superintendent Stephens noted how effective this data is from Sheri. The State is looking at models that accomplish what has been discussed. Several things have emerged: Need and desire to have teachers continue to build on skill sets they have developed this past year to learn virtually. The sleep study is a growing concern and request from parents to look into a later start time.

Superintendent Stephens asked the Board to consider if they believe there is some value in modifying the schedule next year and beyond. Board Member Doug Hurst asked if the additional time would be for teachers. It was noted it will help shape the way time is used. Maybe professional development or providing a 10-12-minute training that can be viewed when it works for the individual on a particular skill. Or a time for teams of teachers to come together and look at some data. Board Member Bruce Jardine noted the need to explain the definition of blended learning to parents.

President Jon Ritchie asked for thoughts from Executive Secondary Director Gina Butters and Executive Elementary Director Cami Alexander. Gina noted we need to keep supports already working regarding technology. Cami noted blended learning was explained to her and she can see how technology can be beneficial. Also, all of the printing becomes more seamless with the use of technology because each student has a Chromebook.

Board Member Jan Burrell asked about the management of the delivery. How will that work for already overworked administrators. Is there accountability with the teacher evaluation tool? Superintendent Stephens noted administrator's highest priority is student achievement and how it has the potential to improve teaching and learning in our school district. We have other resources to provide support to administrators and teachers in terms of the content on professional training. The cumulative effect has the potential to raise the quality of teaching in this district. An accountability example was then shared by Dr. Stephens describing accountability or responsibility.

Superintendent Stephens summarized noting the number one priority is to ensure quality of instruction for every child in the school district. Not to give more preparation time, but to become more effective to giving quality instruction to allow students to achieve at a higher level. Also, more staff and patrons seem to think putting the time at the beginning of the day would be more beneficial. Board Member Bruce Jardine noted if we add the time in the morning teachers will be able to use what they have learned in their lessons throughout the day. President Ritchie suggested to allow district administration, based on information, come up with a plan and work with the transportation department. Superintendent Stephens concluded by suggesting a 20-25-minute time adjustment instead of 45 minutes.

AGENDUM ITEM #4 – Discussion/Action Items

A. Approval of Revised Policy 4370 *Graduation Requirements* – 2nd Reading

Special Education Supervisor Jennifer Warren noted last month the proposed addition to the policy adding the career development credential was approved on a first reading. It layers onto the diploma for students with an IEP or 504. There have been no further recommendations for changes or additions. It is requested the Board approve Revised Policy 4370 *Graduation Requirements* on a second reading.

Motion: Jan Burrell

Seconded: Paul Widdison

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

B. Approval of Revised Policy 2360 – *Special Education Transportation* – 1st Reading

Special Education Supervisor Jennifer Warren explained this policy has been in place for two years and outlines parameters for special education transportation as part of a related service to a student's IEP. Amendments clarify for schools, parents and transportation what the eligibility considerations are for the IEP team. It is requested the Board approve Revised Policy 2360 – *Special Education Transportation* on a first reading.

Motion: Dean Oborn

Seconded: Jan Burrell

That the Approval of Revised Policy 2360 – *Special Education Transportation* on a first reading be approved. Voting was unanimous in favor of the motion.

C. Approval of Northeast Commercial Project Area

Superintendent Stephens introduced Doug Larsen.

Doug Larsen, on behalf of Marriot Slaterville City, is requesting a tax increment financing. It consists of a 133-acre project area north of 400 North. Purpose for the project area is to have the tax increment and the new revenue generated from new development to support investment in public infrastructure. The tax increment will not go back to the developer. Requesting over fifteen-year period. Weber County will participate with 60%. Currently within the boundary, the district receives \$55,000 a year in property tax. The average annual new tax increment over fifteen-year period of 45% will average \$182,000 a year. At the end of fifteen-year period will be \$440,000 a year. The restricted use in tax increment is for public infrastructure.

Superintendent Stephens noted the average \$182,000 per year is on top of the \$55,000 as the base. The district will benefit from year one financially. It is recommended the Board approve the Inter Local Agreement between the Community Reinvestment Agency of Marriot-Slaterville and Weber School District on the Northeast Commercial Project Area.

Motion: Paul Widdison

Seconded: Dean Oborn

That the Approval of Northeast Commercial Project Area be approved. Voting was unanimous in favor of the motion.

D. Approval of Amendment to the CRA at Jeremiah's

Superintendent Stephens noted this amendment is related to an earlier inter local agreement with Jeremiah's. In August 2020 the legislature passed a bill allowing an agency to extend by two years on the amount of time they are able to collect. This amendment allows them to extend and includes a secondary water project to our twelfth street facility. This is a tremendous benefit to Weber School District. It is recommended the Board approve the amended Inter Local Agreement with Marriot-Slaterville Community Redevelopment Agency and Weber School District to include the proposals outlined with Jeremiah's.

Motion: Paul Widdison

Seconded: Jan Burrell

That the Approval of Amendment to the CRA at Jeremiah's be approved. Voting was unanimous in favor of the motion.

E. Approval of Amendment to the CRA at Sierra RV

Superintendent Stephens noted this is a similar amendment to an inter local agreement originally with Marriot-Slaterville related to Sierra RV. It extends the collection period by two years and also adds a secondary water project to Pioneer Elementary. It is recommended to approve the amended Community Redevelopment Agency Inter Local Agreement between Marriott-Slaterville and Weber School District at Sierra RV.

Motion: Doug Hurst

Seconded: Dean Oborn

That the Approval of Amendment to the CRA at Sierra RV be approved. Voting was unanimous in favor of the motion.

F. Ratification of Employee Contracts

Assistant Superintendent Lori Rasmussen noted the negotiations with all three employee groups are complete. She thanked Human Resources Director Larry Hadley for all the work leading through this process. It was noted there is a great relationship with all employee groups. Three major factors included the cost of living, insurance package and HSA contributions. It is recommended the Board approve the ratification of employee contracts.

Motion: Dean Oborn

Seconded: Jan Burrell

That the Ratification of Employee Contracts be approved. Voting was unanimous in favor of the motion.

G. Approval of 2020-2021 Budget

Dr. Robert Petersen, Business Administrator, distributed copies of the Final Budget for 2020-2021 to Board Members and individuals. The following highlights were reviewed by Dr. Robert Petersen.

FINAL BUDGET FOR 2020-2021

REVENUE

M & O Fund \$244,856,312	This fund is for general operations. Local funds account for 13% of revenue. State revenue is 82% and is tied to enrollment. Federal funding is 4.2% and funds Special Education and Title I programs.
School Food Services \$11,847,028	Sales account for 28% of revenue. 19% comes from the State Liquor Tax. Federal funding is nearly 52% of revenue.
Capital Outlay \$59,307,726	Revenue is almost all from local sources and includes bond proceeds.
Student Activity Fund \$6,901,892	This fund comes from operations at our schools such as student fees and tuition. 100% comes from local sources.
Foundation \$1,512,639	100% is local funding.
Debt Service \$17,115,710	Pays our bonds – 100% local resources (property tax)
TOTAL REVENUE \$341,541,307	35% local, 59% state, 4% federal.

EXPENSES

M & O Fund \$242,719,451	Instruction accounts for \$176 million (72% of the total). District administration is 2%. We are very lean at the district office. 91% goes toward compensation (instruction). 8.12% is for non-compensation expenses such as supplies and materials.
Food Services \$13,426,591	
Capital Outlay \$65,055,168	Almost all non-compensation.
Student Activity Fund \$7,511,412	
Foundation \$1,421,817	

Debt Service Fund All non-compensation. This fund pays debt.
 \$19,098,531

TOTAL EXPENSES
 \$349,232,970 66.44% compensation, 33.56% non-compensation

PROJECTED FUND BALANCES

	<u>2020</u>	<u>2021</u>	<u>Est. Change</u>
General	\$41,629,491	\$40,841,400	(\$788,091)
Debt Services	\$452,855	\$1,236,000	\$783,145
Capital	\$11,913,312	\$6,000,000	(\$5,913,312)
Child Nutrition	\$1,484,109	\$2,400,000	\$915,891
Student Account	\$2,052,913	\$2,750,000	\$697,087
Foundation	\$3,029,539	\$3,100,000	\$70,461
TOTAL	\$60,562,219	\$56,327,400	(\$4,234,819)

Dr. Petersen then presented highlights from the proposed 2021-2022 budget.

PROPOSED 2021-2022 BUDGET

I. Maintenance & Operation

Top Priorities	<u>Est. Costs</u>
Fund Steps and Lanes	\$875,000
Base Salary Increase	\$7,713,217
Health Insurance Costs	\$904,555
H.S.A. Contribution Increase	\$123,080
Half-time JHS Counselor	\$51,967
Four Part Time Elem. Office	
Aides to Full time	<u>\$105,977</u>
TOTAL NEW EXPENSE	\$9,773,796

Funding Source	
Local Tax Revenue Growth	\$945,000
TSSA Money	\$259,690
Increase in Voted & Board Leeway	\$2,297,496
Interest Income	(\$1,100,000)
WPU Rise of 5.92%	<u>\$7,592,105</u>
(Prior Year WPU x 0.74% growth)	
TOTAL ON-GOING REVENUE	\$9,994,291

II. Capital Outlay Budget. In November 2017, we passed a \$97 million bond for the following projects:

<u>Projects</u>	<u>Cost</u>	<u>Status</u>
• Fremont High School Addition	\$5,757,500	Complete
• Silver Ridge Elementary (New School)	\$27,089,923	Complete
• Orchard Springs Elementary (New School)	\$25,691,809	Complete
• Roy Junior High School (School Replacement)	\$44,236,184	Complete
• Weber Innovations High School Addition	\$8,355,699	Complete
Total Cost:	\$111,131,115	

III. Child Nutrition Budget. Student lunch fees since 2015-16 were shown. Elementary has not changed since 2016. Junior high has not changed since 2017. High schools have not changed for a long time. Adult lunch prices and breakfast has not changed. Fund balance dropped this year due to COVID-19 pandemic as we did not collect on student lunch fees.

Weber School District Enrollment

	<u>FY 2017-18</u>	<u>FY 2018-19</u>	<u>FY2019-20</u>	<u>FY2020-21</u>	<u>FY2021-22</u>
WSD Enrollment	31,957	32,171	32,588	32,197	32,435
Growth	512	214	417	(391)	238
% Change	1.63%	0.67%	1.30%	-1.20%	0.74%
Weber Area Charter	4,076	4,460	4,301	3,810	
Growth	330	384	(159)	(491)	
% Change	8.81%	9.42%	-3.57%	-11.42%	
NUAMES	763	887	1,042	1,136	

State-Wide Enrollment COVID Impact

	<u>FY2019-20</u>	<u>FY2020-21</u>	<u>Change</u>	
			<u>#</u>	<u>%</u>
Districts with strong “on-line” programs:	75,241	79,728	4,487	5.96%
Districts without strong “on-line” programs:	514,532	507,626	(6,906)	-1.34%
On-Line Only Charters:	3,738	5,661	1,923	51.44
Regular Charters:	73,892	72,400	(1,492)	-2.02

Superintendent Stephens noted we opened our Weber Online School on November 2, 2020 and believe we will recapture students with our great online program.

Tax Rates

In fiscal year 2022 we have a 18.71% increase. Because of this growth we expect to generate additional revenue we did not count on.

Dr. Robert Petersen explained we will need two motions for approval of the budgets. The first is to approve the final budget for the current year, followed by a Budget Hearing and opportunity for public comment, and then a second motion to approve a working budget for 2021-2022.

Motion: Jan Burrell

Seconded: Dean Oborn

That the final 2020-2021 budget be approved as presented. Voting was unanimous in favor of the motion.

H. Budget Hearing

Motion: Paul Widdison

Seconded: Jan Burrell

That the Budget Hearing be closed. Voting was unanimous in favor of the motion.

I. Initial Approval of FY 2021-2022 Budget

President Jon Ritchie called for a motion to approve the proposed 2021-2022 budget as presented by Dr. Petersen.

Motion: Doug Hurst

Seconded: Paul Widdison

That the proposed 2021-2022 budget be approved as outlined. Voting was unanimous in favor of the motion.

J. Approval of Real Property Lease

Dr. Robert Petersen explained to keep our balances stable so we have reserves, we are proposing entering into a real property lease. We have acquired services from MHTN Architects on a new high school. MHTN has completed work in the amount of \$2 million. If we do not have a bond or it doesn't pass, it is still money we would have spent. To help provide stability to the fund balance, we felt with low interest rates it would be a good opportunity to enter into a real property lease for \$280,000 a year over an eight-year period. If the bond passes, we can pay off the lease and will be ready to begin construction due to the planning already completed by MHTN. It is recommended the Board approve the Real Property Lease to give stability in the capital fund.

Motion: Paul Widdison

Seconded: Dean Oborn

That the Approval of Real Property Lease be approved. Voting was unanimous in favor of the motion.

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 9:02 p.m.