

**WEBER SCHOOL DISTRICT**  
**5320 Adams Avenue Parkway**  
**Ogden, UT**

**General Board Meeting**  
**June 12, 2024**

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

The following Board Members and Superintendency were present:

Paul Widdison	Board President
Doug Hurst	Board Member
Janis Christensen	Board Member
Jan Burrell	Board Member
Kelly Larson	Board Member
Gina Butters	Superintendent
Clyde Moore	Assistant Superintendent
Dave Hales	Assistant Superintendent
Robert Petersen	Business Administrator

Board Vice President Jon Ritchie and Board Member Bruce Jardine were excused.

1. Pledge of Allegiance: Board Member Kelly Larson
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 Policies to Update on Consent Calendar
3. Public Comment
4. Discussion/Action Items
  - A. Reappoint Superintendent Butters and Approve Contract
  - B. Oath of Office
  - C. Administrative Appointment(s)
  - D. Ratification of Employee Contracts
    1. Certified Employees
    2. Support Professionals
    3. Administrators

- E. Presentation of Strategic Plan
  - F. Approval of New Policy 4650 *Homeschool* – 2<sup>nd</sup> Reading.
  - G. Approval of Revised Policy 8350 *Student Electronic Device* – 2<sup>nd</sup> Reading
  - H. Approval of New Policy 1135 *Board Policy Process* – 1<sup>st</sup> Reading
  - I. Approval of Revised Policy 4430 *Student Testing Prohibition Without Prior Written Consent* – 1<sup>st</sup> Reading
  - J. Initial Approval of “Working” 2024-2025 Budget
  - K. Budget Hearing
  - L. Approval of 2023-2024 Budget
  - M. Consideration of a resolution ratifying a resolution that authorized the issuance and sale of general obligation bonds
  - N. Consideration of a resolution directing the Local Building Authority of Weber School District to undertake a project and issue the Authority’s lease revenue bonds and providing for related matters.
5. Recess as Weber School District Board of Education
6. **Local Building Authority Agenda**
7. Convene as Board of Trustees of the Local Building Authority of Weber School District
- A. Approve minutes of the Local Building Authority Meeting on May 1, 2024
8. Presentation on Proposed Issuance of up to \$60,000,000 of lease revenue bonds
9. Public Hearing:  
 To receive testimony from the public with respect to the proposed issuance of up to \$60,000,000 of lease revenue bonds. Each person desiring to participate will have up to 3 minutes to provide testimony regarding the lease revenue bonds.
10. Discussion/Action Items
- A. Consideration of a resolution authorizing the issuance and sale of up to \$60,000,000 of Lease Revenue Bonds and providing for related matters.
11. Recess as the Local Building Authority of Weber School District
12. Reconvene as the Weber School District Board of Education
13. Closed Session  
Closed meeting according to provisions of Utah Code 52-4-204,205
- A. This is a strategy session to discuss the character, professional competence, or physical or mental health of an individual.

## **AGENDUM ITEM #2 – Consent Calendar**

### A. Minutes

That the minutes for the Study Session dated May 1, 2024 and General Board Meeting dated May 1, 2024 and General Board Meeting dated May 8, 2024 be approved.

### B. Warrant Register

That check numbers 00027951 through 00028567; and 00564320 through 00565797 totaling \$29,977,358.87 dated June 3, 2024, be approved.

### C. Budget Update

That the budget update dated June 3, 2024, be approved.

### D. New Hires

That the list of personnel changes and additions dated April 23, 2024 through June 6, 2024, be approved.

### E. Bid/Purchase Approvals

That the Maintenance Purchase of a Toro Groundsmaster Mower be approved.

That the Purchase of Read 180 Teacher and Student Digital Licenses be approved.

That the Purchase of Mental Health Platform be approved.

That the Purchase of Driver Education Cars be approved.

That the Purchase of *Remind* be approved.

That the Substitute Teacher Staffing Agency be approved.

### F. Leave of Absence Requests

That Mandy Segatti, Paraeducator at Canyon View be granted a leave of absence per her request.

That Joanne Stoddard, 5<sup>th</sup> Grade Teacher at Lomond View Elementary be granted a leave of absence per her request.

G. Approval of Policies to Update on Consent Calendar

-1130 *Board Meetings*

-4200 *School Fee & Fee Waiver*

-5205 *Tobacco/Nicotine*

Board President, Paul Widdison, called for a motion to approve the Consent Calendar.

Motion: Doug Hurst

Seconded: Janis Christensen

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

**AGENDUM ITEM #3 – Public Comment**

- **Gary Godfrey**, South Ogden resident. Concerned about the repetition of tax increases. Believes the factor for increases are due to schools being built bigger.
- **Eric Charlton**, Hooper resident. Concerned about student lunch debt in the county.

**AGENDUM ITEM #4 – Discussion/Action Item**

A. Reappoint Superintendent Butters and Approve Contract

Board President Paul Widdison commented the Board has had the opportunity to evaluate the performance of Superintendent Butters and renew her contract for another two years. Board Member Janis Christensen expressed thanks to Superintendent Butters and noted how well she serves our district. Board Member Jan Burrell described Superintendent Butters with characteristics of adaptability, intentionality and transparency, and how we are being led by a dynamic leader. Board Member Kelly Larson expressed appreciation to Superintendent Butters and her responsiveness to everyone.

Motion: Doug Hurst

Seconded: Janis Christensen

That the Reappointment of Superintendent Butters be approved. Voting was unanimous in favor of the motion.

B. Oath of Office

Board President Paul Widdison administered the Oath of Office to Superintendent Gina Butters, who received reappointment as Superintendent for Weber School District for another two-year term by a unanimous vote of the Board of Education.

### C. Administrative Appointment(s)

Superintendent Butters explained the need to appoint a new principal at Roy Elementary. Angie Snowden is currently an intern and has also been serving as interim principal at Roy Elementary the last few months. This creates an intern vacancy and recommended Christy Wagner as a new elementary intern.

Motion: Jan Burrell

Seconded: Kelly Larson

That the Administrative Appointment(s) be approved. Voting was unanimous in favor of the motion.

Superintendent Butters provided a synopsis of the educational background and work experience of each new appointee. Each new appointee was given opportunity to address the Board and introduce family in attendance.

### D. Ratification of Employee Contracts

1. Certified Employees
2. Support Professionals
3. Administrators

Human Resource Directors Nicole Meibos and Lauri Adams explained the results of negotiations with all employee groups for 2024-2025. All three associations will receive the following:

- Lane Changes
- Step Increases
- 2.6% base increase
- Contribute 0.7% of gross salary to a 401k for all Tier 2 employees on the Hybrid Plan

#### Insurance:

Committee has reviewed plans and benefits and negotiated to remain with Select Health in the tiered plan. Negotiated renewal rate to a 6.9% increase.

HSA: Upon completing a physical or health screening, the district will contribute \$100 to an employee's HSA account

Dental - Delta Dental will be the new carrier and it offers more providers

Vision – VSP will be the new carrier

Pet Insurance: Will be offered to employees as a voluntary benefit

Paid Time Off (PTO) Paid time off will replace emergency and personal leave

#### WEA

- Per R277-1110 Legislative increase added to salary: \$504
- Substitute staffing agency (Edu Staff)
- Increased experience credit to sixteen (16) years

## WESP

- SEL Aide will be given 10 days of leave and URS benefits
- 5% increase for School Level Head Administrative Assistant
- 5% increased for District Level Administrative Assistants
- 2.5 % increase in lanes 2, 3, and 4 and the Child Nutrition Salary Schedule
- Substitute staffing agency
- Professional Development Day

## WAA

- Administrative interns will increase to a total of 21 extra days
- Added to membership: Any administrator may become a member of the association
- Health Reimbursement - The district will contribute 0.5% of salary +\$120
- Annuities - Contribute 3% of salary to a URS account

Motion: Jan Burrell

Seconded: Kelly Larson

That the Ratification of Employee Contracts be approved on a second reading. Voting was unanimous in favor of the motion.

### E. Presentation of Strategic Plan

Superintendent Butters gave an overview of the Weber School District's Strategic Plan, *Elevate28*. Gratitude was expressed to the many stakeholders who helped put it together, consisting of Board Members, district leaders, school leaders, educational support staff, parents/guardians and students. Special shout out to Assessment Director Sheri Heiter and her Administrative Assistant Trista Keller. A review on why we had to go through this process was explained following the audit by the Office of the Legislative Auditor General.

Recommendations:

1. Review and update strategic plan
2. Identify ways to focus priorities on measurable outcomes, especially focusing on improving student proficiency
3. Objectives that are measurable
4. Regularly assess how the plan is going
5. Compare performance of its operational areas against that of peer districts and identify areas in need of improvement

Our Reasons:

- Our students' and employees' needs are different and more complex, post pandemic
- Must rise to the challenges and needs of the moment
- Need compelling vision to elevate our district for the foreseeable future
- Unify WSD by aligning our purpose and meaning and collective efforts and promoting a team approach. We're in this together
- Our stakeholders deserve our best efforts!

Strategic Plan timeline was shared dating from August 2022 to April 2024

Assurances of WSD Stakeholders:

- Listened to everyone who has been willing to offer feedback
- Intentionally created a comprehensive, challenging lift because these are challenging times
- Every stakeholder is represented in the WSD Strategic Plan
- No one group will be responsible for this four-year plan
- We can't do everything well all at once, but we can in time, we will move the needle
- Built on and included programs and initiatives that were already implementing that are serving kids well
- We've clarified the roles and responsibilities of district level and school level leaders, plus each employee group

Core Values:

Character, connection, commitment, community.

Mission & Vision:

Mission: Preparing future-ready learners and leaders.

Vision: With character as our guide, commitment as our foundation, connections as our bridge, and community as our strength, we aim to empower all learners to achieve success and realize their fullest potential.

Our Foundational Beliefs:

1. Every student is our student.
2. Understand finding the why in all of our vital roles and everything we do. Our why: Inspire, Sustain and Elevate kids!
3. Tell our story and celebrate the amazing things in our district every day.
4. Strong systems create healthy schools.

Weber School District's Foundational Systems are built upon:

Portrait of a graduate: Mastery, Autonomy, Purpose.

Courageous Leadership

Professional Learning Communities

High Quality Instruction & Assessment

Multi-Tiered Systems of Support in Every School

Positive School Climate

Four Focus Areas:

1. Academic excellence
2. Safe & Healthy Schools
3. Character Competence
4. Talent Engagement

Panorama School Climate Survey was presented by Assessment Director Sheri Heiter. Categories on surveys: teacher-student relationships, and sense of belonging.

Working to Support Our Employees:

- Listening
- Enhanced Support
- Instructional Support
- Time
- Flexibility and Autonomy
- Increase Sub Fill Rates
- Master PD Calendar
- Training
- Electronic Devices Policy
- Leave days
- Increasing employee compensation and seeking enhanced insurance benefits
- District Wellness Team
- Crisis Response Team
- One Caring Adult
- WSD Communications Team

Superintendent Butters concluded recommending the Board approve Weber School District Strategic Plan as presented.

Motion: Jan Burrell

Seconded: Janis Christensen

That the Weber School District Strategic Plan as presented be approved. Voting was unanimous in favor of the motion.

F. Approval of New Policy 4650 *Homeschool* – 2<sup>nd</sup> Reading

Legal Counsel Heidi Alder noted we have had no comment or changes since last reading.

Motion: Jan Burrell

Seconded: Janis Christensen

That the Approval of New Policy 4650 *Homeschool* be approved on a second reading. Voting was unanimous in favor of the motion.

G. Approval of New Policy 8350 *Student Electronic Device* – 2<sup>nd</sup> Reading

Legal Counsel Heidi Alder noted this has had much feedback and committee discussion.

Motion: Jan Burrell

Seconded: Kelly Larson

That the Approval of New Policy 8350 *Student Electronic Device* be approved on a second reading. Voting was unanimous in favor of the motion.

H. Approval of New Policy 1135 *Board Policy Process* – 1<sup>st</sup> Reading



Legal Counsel Heidi Alder noted this was needed to outline the process of adopting policies and those procedures.

Motion: Janis Christensen

Seconded: Doug Hurst

That the Approval of New Policy 1135 *Board Policy Process* be approved on a first reading. Voting was unanimous in favor of the motion.

I. Approval of Revised Policy 4430 *Student Testing Prohibition Without Prior Written Consent* – 1<sup>st</sup> Reading

Legal Counsel Heidi Alder noted it outlines what school employees can solicit for information without written consent. Recent legislation requires consent.

Motion: Kelly Larson

Seconded: Janis Christensen

That the Approval of Revised Policy 4430 *Student Testing Prohibition Without Prior Written Consent* be approved on a first reading. Voting was unanimous in favor of the motion.

J. Initial Approval of “Working” 2024-2025 Budget

Business Administrator Dr. Robert Petersen distributed copies of the Final Budget for 2023-2024 to Board Members and the audience. The following highlights were reviewed by Dr. Robert Petersen.

<b>FINAL BUDGET FOR 2023-2024</b>
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**REVENUE**

M & O Fund \$295,599,034	This fund is for general operations. Local funds account for 16% of revenue. State revenue is 77% and is tied to enrollment. Federal funding is 6.71% and funds Special Education and Title I Programs.
School Food Services \$13,852,778	15.41% comes from the State Liquor Tax. Federal funding is 55%
Capital Outlay \$133,783,187	Revenue is almost all from local sources.
Student Activity Fund \$8,197,844	This fund comes from operations at our schools such as student fees and tuition. 100% comes from local sources.

Foundation \$2,575,833	100% is local funding.
Debt Service \$30,705,811	Pays our bonds – 100% local resources (property tax)
TOTAL REVENUE \$484,714,487	47% local, 47% state, 6% federal
<b><u>EXPENSES</u></b>	
M & O Fund \$295,166,510	Instruction accounts for \$216 million (73% of the total). District administration is 2%. We are very lean at the district office.
Food Services \$15,573,168	
Capital Outlay \$135,402,824	Almost all non-compensation
Student Activity Fund \$8,128,758	
Foundation \$2,043,580	
Debt Service Fund \$28,141,184	All non-compensation. This fund pays debt.
TOTAL EXPENSES \$484,456,024	63.13% compensation, 45.61% non-compensation

**PROJECTED FUND BALANCES**

	<u>2023</u>	<u>2024</u>	<u>Est. Change</u>
General	\$41,793,688	\$43,891,00	\$2,097,312
Debt Services	\$4,756,322	\$1,010,00	(\$3,746,322)
Capital	\$88,395,898	\$48,500,000	(\$36,971,663)
Child Nutrition	\$5,223,687	\$4,480,000	(\$743,687)
Student Account	\$159,164	\$160,000	\$836
Foundation	\$4,320,657	\$4,400,000	\$79,343
TOTAL	\$144,649,416	\$102,441,000	(\$39,284,181)

Dr. Petersen then presented highlights from the proposed 2024-2025 budget.

<b>PROPOSED 2024-2025 BUDGET</b>
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I. Maintenance & Operations

<b>TOP PRIORITIES</b>	<b><u>EST. COSTS</u></b>
Fund Steps and Lanes	\$1,961,095
2.6% Admin/Classified BASE Increase	\$4,433,780
ESA Increase = \$504	\$1,092,031
Health Insurance Increase (4.9% Increase)	\$1,082,361
Staffing Services	\$850,000
Add \$100 to Health Savings Account Cont.	\$124,575
Increase level Health Admin Asst & DO Admin Assts.	\$244,553
Allow Leave/URS Benefit for SEL Paras	\$218,014
Add 11 days for Admin Interns – 21 days	\$99,072
Loss of Fingerprinting Revenue	\$65,000
Community Information Outreach	<u>\$200,000</u>
<b>TOTAL EXPENSES</b>	<b>\$10,370,481</b>

<b>Funding Sources</b>	
Local Revenue Growth	\$1,028,198
TSSA Money	\$164,530
Voted & Board Leeway Aid	\$2,189,758
Additional ESA Funding	\$1,092,031
WPU Rise of 5.0% and 1.3% enrollment decline	<u>\$5,895,964</u>
<b>TOTAL REVENUE</b>	<b>\$10,370,481</b>

II. Capital Outlay.

On November 2, 2021, Weber School District voters approved \$279 million General Obligation bonds for capital projects.

<b>Projects</b>	<b>Status</b>
West Field High School (New School in Taylor)	Scheduled to Open Aug. 2024
New Junior High School (New School in West Haven)	Scheduled to Open Aug. 2024
New Elementary School (New School in West Haven)	Scheduled to Open Aug. 2024
Rebuild of Roosevelt Elementary School	Scheduled to Open Aug. 2025

III. Child Nutrition Programs

Total Revenue received from Federal, State and Lunch Sales:

<u>FY 2022-23</u>	<u>FY 2023-24</u>
\$13,852,778	\$14,316,744

Total Expenses:

<u>FY 2022-23</u>	<u>FY 2023-24</u>
\$15,573,168	\$16,025,700

Motion: Doug Hurst

Seconded: Jan Burrell

That the Initial Approval of the Final 2023-2024 Budget and “Working” 2024-205 Budget be approved. Voting was unanimous in favor of the motion.

K. Budget Hearing

President Widdison noted the meeting is now open for public comment and invited members of the audience to address the Board if they would like. Those wishing to speak were asked to fill in their name and address on the sign-up sheet provided. There were no comments from the public.

L. Approval of 2023-2024 Budget

M. Consideration of a resolution ratifying a resolution that authorized the issuance and sale of general obligation bonds.

Business Administrator Dr. Robert Petersen explained this resolution was passed in October 2023 and need to ratify it at this time. The legislature recently passed a bill requiring updating information regarding the spending on bond proceeds. The bonds will be issued next week.

Motion: Doug Hurst

Seconded: Kelly Larson

That the consideration of a resolution ratifying a resolution that authorized the issuance and sale of general obligation bonds be approved. Voting was unanimous in favor of the motion.

Roll Call Vote:

Board Member Kelly Larson – aye  
Board Member Jan Burrell – aye  
Board Member Janis Christensen – aye  
Board Member Doug Hurst – aye  
Board President Paul Widdison – aye

N. Consideration of a resolution directing the Local Building Authority of Weber School District to undertake a project and issue the Authority's lease revenue bonds and providing for related matters.

Business Administrator Robert Petersen explained following ratifying the resolution, the Board will adopt another resolution that directs the Local Building Authority to undertake and issue lease revenue bonds. It is proposed to pass the resolution as presented in the Board packet.

Motion: Janis Christensen

Seconded: Jan Burrell

That the consideration of a resolution directing the Local Building Authority of Weber School District to undertake a project and issue the Authority's lease revenue bonds and providing for related matters be approved. Voting was unanimous in favor of the motion.

Roll Call Vote:

Board Member Kelly Larson – aye  
Board Member Jan Burrell – aye  
Board Member Janis Christensen – aye  
Board Member Doug Hurst – aye  
Board President Paul Widdison – aye

**AGENDUM ITEM #5 – Recess as Weber School District Board of Education**

Motion: Jan Burrell

Seconded: Kelly Larson

Voting was unanimous in favor of the motion.

**AGENDUM ITEM #6 – Local Building Authority Agenda**

**AGENDUM ITEM #7 – Convene as Board of Trustees of the Local Building Authority of Weber School District**

A. Approve minutes of the Local Building Authority Meeting on May 1, 2024

Motion: Janis Christensen

Seconded: Jan Burrell

That the minutes of the Local Building Authority Meeting on May 1, 2024 be approved. Voting was unanimous in favor of the motion.

**AGENDUM ITEM #8 – Presentation on Proposed Issuance of up to \$60,000,000 of lease revenue bonds.**

Business Administrator Robert Petersen presented on the Lease Revenue Bond highlighting unexpected economic conditions, and updated project cost estimates.

**AGENDUM ITEM #9 – Public Hearing**

- Eric Charlton – Hooper, UT. Concerned about unsustainable budgets and increasing taxes.

**AGENDUM ITEM #10 – Discussion/Action Items**

A. Consideration of a resolution authorizing the issuance and sale of up to \$60,000,000 of Lease Revenue Bonds and providing for related matters.

Motion: Doug Hurst

Seconded: Jan Burrell

That consideration of a resolution authorizing the issuance and sale of up to \$60,000,000 of Lease Revenue Bonds and providing for related matters. Voting was unanimous in favor of the motion.

Roll Call Vote:

Board Member Kelly Larson – aye  
Board Member Jan Burrell – aye  
Board Member Janis Christensen – aye  
Board Member Doug Hurst – aye  
Board President Paul Widdison – aye

**AGENDUM ITEM #11 – Recess as The Local Building Authority of Weber School District**

Motion: Janis Christensen

Seconded: Jan Burrell

Voting was unanimous in favor of the motion.

**AGENDUM ITEM #12 – Reconvene as The Weber School District Board of Education**

**AGENDUM ITEM #13 – Closed Session**

Closed meeting according to provisions of Utah Code 52-4-204,205

A. This is a strategy session to discuss the character, professional competence, or physical or mental health of an individual.

Motion: Kelly Larson

Seconded: Jan Burrell

Roll Call Vote:

Board Member Kelly Larson - aye  
Board Member Jan Burrell – aye

Board Member Janis Christensen – aye  
Board Member Douglas Hurst – aye  
Board President Paul Widdison – aye

That the General Session of Board Meeting be adjourned and move into Closed Session.  
Voting was unanimous in favor of the motion.

Closed Session convened at 9:02 p.m.

Motion to adjourn the Closed Session and reconvene into General Session.

Motion: Jan Burrell

Seconded: Janis Christensen

That the Closed Session be adjourned and reconvene into General Session of Board Meeting. Voting was unanimous in favor of the motion.

Closed Session adjourned at 9:31 p.m.

General Session reconvened at 9:32 p.m.

Motion to adjourn the General Session of Board Meeting

Motion: Jan Burrell

Seconded: Doug Hurst

That the General Session of Board Meeting be adjourned. Voting was unanimous in favor of the motion.

General Board Meeting adjourned at 9:33 p.m.