

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

**General Board Meeting**  
**December 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	Board Vice President
Paul Widdison	Board Member
Janis Christensen	Board Member
Jeff Stephens	Superintendent
Art Hansen	Assistant Superintendent
Lori Rasmussen	Assistant Superintendent
Robert Petersen	Business Administrator

Board Members, Doug Hurst, Bruce Jardine, Janis Christensen, and Jan Burrell joined via Google Meet.

1. Pledge of Allegiance: Assistant Superintendent, Lori Rasmussen
2. Consent Calendar
  - A. Minutes
  - B. Warrant Register
  - C. Budget Update
  - D. New Hires
  - E. Bid/Purchase Approvals
  - F. Leave of Absence Requests
3. Betty Sawyer: NAACP Support Statement for the District's Efforts on Equity, Justice and Inclusion
4. Recognitions
  - A. Shellie Shupe - *I Love Teaching Award*
  - B. Diana Farley - *Extra Mile Award*
5. Presentation
  - A. Weber Online K-12

6. Discussion/Action Items

- A. Approval of LEA Licenses and Endorsements for December 2020
- B. Approval of Revised Policy 7300 *Employee Alcohol and Drug Abuse* - 1st Reading
- C. Approval of Updated LEA Definition for At-Risk for Academic Failure
- D. Approval of 2021-2022 School Calendar - 2nd Reading
- E. Approval of Amended Policy 5205 *Tobacco/Nicotine* - 2nd Reading
- F. Approval of Revised Policy 4330 *Release of Students During School Hours* - 1st Reading
- G. Approval of Parameters Resolution:  
Consideration of a resolution authorizing the issuance and sale of not more than \$5,400,000 General Obligation Refunding Bonds; delegating authority to certain officials to approve the final terms and provisions and to confirm the sale of such bonds and providing for related matters.

**AGENDUM ITEM #2 – Consent Calendar**

A. Minutes

That the minutes for the Study Session and General Board Meeting Session dated November 4, 2020, be approved.

B. Warrant Register

That check numbers 00014828 through 00015079; and 00521969 through 00522885 totaling \$6,658,045.41 dated November 19, 2020, be approved.

C. Budget Update

That the budget update dated November 19, 2020, be approved.

D. New Hires

That the list of personnel changes and additions dated October 30, 2020, through November 22, 2020, be approved.

E. Bid/Purchase Approvals

That the Purchase of a New Refrigerated Truck at a cost of \$127,610 be approved.

That the Purchase of Hotspot Devices at a cost of approximately \$200,000 - \$500,000 due to school closures be approved.

F. Leave of Absence Requests

There were no Leave of Absence Requests to approve at this time.

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

Motion: Paul Widdison

Seconded: Dean Oborn

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

**AGENDUM ITEM #3 - Betty Sawyer - NAACP Support Statement for the District's Efforts on Equity, Justice, and Inclusion.**

Superintendent Stephens introduced Betty Sawyer, President of the local NAACP. It was noted the tremendous impact she has had on our community. Betty, on behalf of the NAACP, wished to thank Weber School District for the work done regarding Equity, Justice and Inclusion and noted many times racism is met with challenges. Betty also commended the process in our efforts to take time to understand issues within the district, to hear from employees, students and parents and put together an Equity team.

Dr. Stephens noted in the study session he updated the Board regarding Lillian Tsosie-Jensen's separation from the district. The Equity department has met several times in the last few weeks and noted we are ready to open the position. They met yesterday to review the applicants, narrowing them down to six candidates interviewing this Friday. Six or seven members of the committee will attend in person, with the other six attending virtually. The goal is to have a director in place by January. The committee has sustained us the last several weeks. The deliberate process we have gone through and the result of this is the experience, insight and trust in one another. This is a unique committee that has processed through many issues as the work continued. We have learned as a committee we cannot step back and turn it over to a director, but the committee must also be engaged. Through surveys, questionnaires, and focus groups we have identified a set of standards and goals. Issues in our district may be hard to look at and take on, but we are committed to address these issues. We identified three standards to focus on and one is to increase the level of diversity of our teachers and administrators.

Betty noted the importance of our engagement and asked which Board members are on the Equity, Justice and Inclusion Committee. Superintendent Stephens noted there are no Board members currently on the committee but a Board member will be assigned soon. Betty inquired about the issue around teacher and administration diversity and asked if we are using Alternative Teaching Pathways. She noted there are many people within the area that may have not considered teaching. She also asked if we have had students of color brought together, with parents as well. Superintendent Stephens noted the pandemic has made it a little more restrictive to bring parents together. Lillian, had begun bringing students together and checking in with them. Betty concluded by suggesting the district become a member of the NAACP.

#### **AGENDUM ITEM #4 – Recognitions**

A. Shellie Shupe - *I Love Teaching Award*

Presented by Cami Alexander

Elementary Education Director, Cami Alexander introduced Shellie Shupe and explained she has been with Weber School District for twelve years. Shellie began as a part time 3rd grade teacher. She is currently teaching the English portion of Chinese Dual Immersion. The following quote was shared: “The best things about being a teacher is that it matters. The hardest thing about being a teacher is that it matters every day.” Dave Wallace, principal at Uintah Elementary noted Shellie provides a rich core experience using best practices, meets individual needs with a caring smile on her face, and leads her class with love and joy. She is credible with her peers, sees solutions in every challenge and offers advice with humility and sensitivity. She is always at her best and her best is remarkable. Her students had plenty to say about her and stated they love her because she is kind, makes them learn a lot and they know she loves them because she always has a smile on her face.

Cami concluded stating Shellie is a teacher who really loves teaching. She loves it, is good at it and works hard at it! Congratulations! Shellie commented, her students are learning together with her. It's all about the students and she wants to do what is best for them. She concluded by stating what an honor it is to work in Weber School District and its great leadership.

B. Diana Farley - *Extra Mile Award*

Presented by Dave Hales

Elementary Supervisor Dave Hales stated Diana is a “world famous office aide”. Many of her colleagues commented she has great ideas and technical know how. When Covid began, she created a “power house” form for district use tracking short term and long term online digital learners. She has the technical skills that every office needs. Debbie Nabor, Head Secretary at West Haven noted Diana’s technical skills and background have given West Haven great technological ideas. She is also a Vex robotics coach who gives of her time freely and keeps parents informed. Teacher Laura Tingey shared, thanks to Diana, the robotics team won three awards. She helps with coding, is kind and encouraging and looks at the bright side of things. She is an amazing human being! Colleagues noted that she goes above and beyond everything she does, never heard her say anything unkind, problem solves and doesn’t give up. Principal Kristi Hancock shared how efficient Diana is. Diana expressed she is lucky to work with Principal Kristi Hancock and the trust she has in them.

#### **AGENDUM ITEM #5 - Presentation - Weber Online K-12**

Sheri Heiter, Curriculum Director introduced Weber Online Principal Dr. Jennifer Boyer-Thurgood and Digital Teaching & Learning Director Nick Harris. Sheri explained that we began this school year with teachers being responsible for in- person students, short- term and long- term flexible learners. It became apparent after the first quarter, the current model was not sustainable. We were able to open Weber Online K-12 within a two week period of time for our long- term learners.

Nick began the presentation noting the “All Hands on Deck” quote Dr. Stephens shared in a previous meeting. On October 14th it was announced we have two weeks to get Weber Online K-12 started. Digital teaching and learning doesn’t necessarily fall under technology or curriculum. Nick then shared the following of “All Hands on Deck:”

- Tech Services helped to get students registered. Previously we didn’t have a method to register elementary students the way secondary students are registered.
- Student Services took over and helped to train counselors with new course schedules.
- Secondary and elementary training jumped in with training for administrators and answered concerned parent phone calls.
- Human Resources department helped hire teachers.
- Special Education department with Quinn Karlinsey, Jennifer Warren, and Karen Miller stepped in with great ideas to help students with unique challenges and situations.
- Curriculum helped with major content and coverage teaching.
- Scott Zellmer and Hal Raymond at WIC provided office space for the new department.
- Rod Belnap with CTE helped to create courses, ideas and offered help from a coordinator.
- Finance and Superintendency have checked in on us everyday.

On November 2nd at 8:00 a.m. we had a list of many things we had to do. Lynn Raymond, Karla Porter, and Larry Hadley all called to help. These were great examples of the “Weber Way.” Weber Online began in 2007 with Nick teaching the first English class. Courses have grown over the years and have enabled us to maintain our student enrollment.

Weber Online Principal Dr. Jennifer Boyer-Thurgood explained, Weber Online 7-12 grade uses a model with certified classroom teachers that are paid a stipend to develop and teach courses. Students remain enrolled at their neighborhood school, continue to have the support of their school, but have the flexibility to take courses online. Prior to November 2nd, courses for grades 7-8 did not exist. Twenty-four new courses have been added and eighteen new teachers. Grades 9-12 have been enhanced with a total of forty- four courses and forty- five teachers.

Enrollment numbers are:

- Secondary enrollment: August - October 579 students
- November 2,219 students enrolled
- Today 2,798 secondary students and 63 teachers

The growth and expansions have been amazing along with the dedication from teachers.

Weber Online Secondary facts:

- Students may take any number of courses online
- 60% of students have 4 or more classes online
- 50% students are full time have 5 or more classes
- Currently enrolling about 10 students per day.

Weber Online K-6 facts:

- 7 full time teachers one for each grade
- Each teacher has between 140 to 200 students
- Located at WIC
- 1,066 elementary students broken into groups of 30

Total students currently enrolled at Weber Online K-12 is 3,864. Enrollment has grown by 670% over the past 5 weeks.

Board President Jon Ritchie asked about enrollment projections over the next couple of weeks. Dr. Jennifer Boyer-Thurgood replied we are ready and as we increase students, we already have courses in place and can recruit additional teachers as needed. Dr. Stephens echoed the “All Hands on Deck,” lead by Nick and Jennifer. This will have long-term effects for the district, noting these are students we would have lost due to the pandemic. Districts around the state have lost thousands of students. Our enrollment is down about only 1%. It represents relief for our 1800 teachers and the long-term flexible learners they once had. Superintendent noting nothing has compared to what happened with Weber Online and every department playing a role.

Board Member Paul Widdison mirrored what extraordinary events have happened in a critical time and thanked them.

Board Vice President Dean Oborn asked if we accept students from other districts. Superintendent shared it may happen more over time. Prior to Weber Online K-6 students were sub contracted out.

Board Member Bruce Jardine commented how comprehensive and far reaching this has been. We appreciate everything you have done and have our support.

Board Member Jan Burrell wished to thank everyone involved.

President Jon Ritchie noted he has grandkids attending Weber Online and how proud he is of the team and leadership.

Board Member Janis Christensen thanked them for the presentation and her respect for all involved.

#### **AGENDUM ITEM #6 – 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 for December 2020.

Motion: Jan Burrell

Seconded: Paul Widdison

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

B. Approval of Revised Policy 7300 *Employee Alcohol and Drug Abuse* 1st Reading

Larry Hadley, Human Resources Director, noted the policy is updated to clarify sanctions for violations of the policy. We are asking the Board to approve Revised Policy 7300 *Employee Alcohol and Drug Abuse* on a first reading.

Motion: Paul Widdison      Seconded: Dean Oborn

That the Revised Policy 7300 *Employee Alcohol and Drug Abuse* on a first reading be approved. Voting was unanimous in favor of the motion.

C. Approval of Updated LEA Definition for At-Risk Academic Failure

Lori Rasmussen, Assistant Superintendent, explained that each year the district receives a block grant (Enhancement for Risk) to help close the achievement gap for struggling learners. Previously our definition for “At Risk” included students who performed below benchmark on the RISE tests. Due to Covid, level tests were not performed. We are proposing a new definition for At- Risk Students to include students with failing grades over the last five quarters in our secondary schools, and students who have failed to demonstrate competency relative to the essential standards in elementary grades. The State requested we have a process in place to identify struggling learners. We have also added students struggling emotionally or socially. It is requested the Board approve the additional proposed definitions.

Motion: Jan Burrell      Seconded: Janis Christensen

That the Updated LEA Definition for At-Risk Academic Failure be approved. Voting was unanimous in favor of the motion.

D. Approval of 2021-2022 School Calendar - 2nd Reading

Secondary Supervisor Clyde Moore noted the calendar committee met to consider several possible calendar options for school year 2021-2022. District Administrators, PTSA, parents, WEA, classified employees and teachers provided input. The committee would like to recommend to the Board the attached 2021-2022 calendar for approval on a second reading.

Motion: Janis Christensen      Seconded: Dean Oborn

That the 2021-2022 School Calendar be approved on a second reading. Voting was unanimous in favor of the motion.

E. Approval of Amended Policy 5205 *Tobacco/Nicotine* - 2nd Reading

Karla Porter, Student Services Director, noted the last amendment was in 2013. Legislative changes required further amendments. There has been no additional input since the last Board meeting. It is recommended the Board approve Amended Policy 5205 *Tobacco/Nicotine* on a second reading.

Motion: Jan Burrell

Seconded: Bruce Jardine

That the Amended Policy 5205 *Tobacco/Nicotine* be approved on a second reading. Voting was unanimous in favor of the motion.

F. Approval of Revised Policy 4330 *Release of Students During School Hours* - 1st Reading

Karla Porter, Student Service Director explained Policy 4330 needed revisions and items added. In 2016, the district developed a protocol with law enforcement as to when students will be released to them. Now revisions in this policy align with that protocol and also outlines when students may be released to DCFS or to non- parent guardians. Also, a section was added when a student may be released in divorced situation or without a parent or a guardian picking up the student. It is recommended the Board approve Revised Policy 4330 *Release of Students During School Hours* on a first reading.

It is requested the Board approve the Revised Policy 4330 *Release of Students During School Hours* on a first reading.

Motion: Jan Burrell

Seconded: Dean Oborn

That the Revised Policy 4330 *Release of Students During School Hours* be approved on a first reading. Voting was unanimous in favor of the motion.

G. Approval of Parameters Resolution

Dr. Robert Petersen, Business Administrator, introduced our financial advisors, Matt Dugdale and Preston Kirk of Stifel Public Finance. They alerted us to a refinancing opportunity on a series of bonds once at 4% interest. We have the opportunity to get a lower interest rate at or below 1%. It will allow us to restructure debt if and when we go to bond next fall. Refunding will close on March 17, 2020. If market conditions change we do not have to act. It is recommended the Board Approve the Parameters Resolution.

Motion: Paul Widdison

Seconded: Bruce Jardine



That the Parameters Resolution be approved. Voting was unanimous in favor of the motion.

#### **AGENDUM ITEM #7 – Closed Session**

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

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

Motion: Paul Widdison

Seconded: Bruce Jardine

President Ritchie asked Dr. Robert Petersen, Business Administrator, to conduct a roll call vote. Results of the vote were:

Roll Call Vote to move into Closed Session

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

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

Board adjourned the General Session of Board Meeting at 8:00 p.m.

Closed Session convened at 8:05 p.m.

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

Motion: Dean Oborn

Seconded: Bruce Jardine

Closed Session adjourned at 9:02 p.m.