

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

**General Board Meeting**  
**June 11, 2025**

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 Vice President
Janis Christensen	Board Member
Bruce Jardine	Board Member
Jan Burrell	Board Member
Kelly Larson	Board Member
Wyle Williams	Board Member
Gina Butters	Superintendent
Clyde Moore	Assistant Superintendent
Dave Hales	Assistant Superintendent
Brock Mitchell	Business Administrator

1. Pledge of Allegiance: Board Vice President Doug Hurst
2. Administrator Spotlight
  - A. Principal Katie Amsden, Burch Creek Elementary
3. Recognitions
4. 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 School LAND Trust Plans Amendment – Farr West Elementary
  - H. Approval of Comprehensive School Improvement School Success Plans (Burch Creek Elementary, Lakeview Elementary, Washington Terrace Elementary, Municipal Elementary and Roosevelt Elementary)
  - I. Approve Updates of Policies for Consent Calendar – Policy 1110 *Board Members*, Policy 1120 *Board Members Organization*, Policy 1121 *Board Members*

*Compensation, Policy 4145 School Entrance Requirements, Policy 4160 Residency and Enrollment, Policy 4405 Dissemination of Information About Juvenile Offenders, Policy 4193 Medication, Policy 4650 Homeschool*

5. Public Comment

6. Discussion/Action Items

- A. Approval of Naming Process Completion for Weber School District Online Program (previously Weber Online)
- B. Approval of 2025 Employee Proposed COLA & Benefit Package
- C. Approval of Warehouse Office Remodel with GMP and Architectural Fees
- D. Approval of Construction Manager General Contractor(s) (CM/GC) Selection of Construction for IFA Roadway
- E. Approval of New Policy 3370 *Time and Effort* – 2<sup>nd</sup> Reading
- F. Approval of New Policy 7200 *Salary Supplement for Highly Needed Educators Program* – 2<sup>nd</sup> Reading
- G. Approval of New Policy 1160 *Legal Counsel* – 1<sup>st</sup> Reading
- H. Approval of Revised Policy 4170 *Attendance* – 1<sup>st</sup> Reading
- I. Approval of Revised Policy 7700 *Family Medical Leave Act* – 1<sup>st</sup> Reading
- J. Initial Approval of “Working” 2025-2026 Budget
- K. Budget Hearing
- L. Approval of 2024-2025 Budget

**AGENDUM ITEM #2 – Administrator Spotlight**

- A. Principal Katie Amsden, Burch Creek Elementary

This presentation has been postponed for a later date.

**AGENDUM ITEM #3 – Recognition**

- A. Nancy Spell, Canyon View School – *UESP Paraprofessional of the Year*

Human Resources Director Lauri Adams introduced Nancy Spell and explained she works in the Life Program at Canyon View School. A video was shared noting they are so grateful to have her as part of the Canyon View team. She is fun to work with, kind and easy to work with. She is the students biggest advocate, listens and understands them. Nancy noted being a paraeducator is so rewarding! She is a team player and just amazing! She helps students work on independent living skills, loves her students and is there for them whenever they need her. She has worked in Weber School District for ten years and is currently attending school to become a teacher. It was noted she will now go on to compete at the national level in California.

**AGENDUM ITEM #4 – Consent Calendar**

- A. Minutes

That the minutes for the Study Session dated May 7, 2025 and General Board Meeting dated May 7, 2025 be approved.

B. Warrant Register

That check numbers 00032087 through 00032623; and 00578909 through 00580054 totaling \$10,912,835.42 dated June 1, 2025, be approved.

C. Budget Update

That the budget update dated June 1, 2025, be approved.

D. New Hires

That the list of personnel changes and additions dated May 2, 2025 through June 5, 2025, be approved.

E. Bid/Purchase Approvals

That the Approval of Contract with Utah Parent Center for Parent Consultant be approved.

That the Approval of Contract with eLuma for School Psychologists be approved.

That the Approval to Renew Purchase of Pearson Digital Assessment Library for Schools be approved.

That the Approval of Genetec Renewal be approved.

That the Approval of Microsoft Software Renewal be approved.

That the Approval of Audio Enhancement Purchase for Two Rivers High School be approved.

That the Approval of Water Sprinkler Controllers and Reimbursement be approved.

F. Leave of Absence Requests

That the Leave of Absence for Justin Shaw, Secondary Teacher at Roy High School be approved.

G. Approval of School LAND Trust Plans Amendment – Farr West Elementary

H. Approval of Comprehensive School Improvement School Success Plans (Burch Creek Elementary, Lakeview Elementary, Washington Terrace Elementary, Municipal Elementary and Roosevelt Elementary

- I. Approval of Updates of Policies for Consent Calendar – Policy 1110 *Board Members*, Policy 1120 *Board Members Organization*, Policy 1121 *Board Members Compensation*, Policy 4145 *School Entrance Requirements*, Policy 4160 *Residency and Enrollment*, Policy 4405 *Dissemination of Information About Juvenile Offenders*, Policy 4193 *Medication*, Policy 4650 *Homeschool*

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

Motion: Jan Burrell

Seconded: Janis Christensen

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

#### **AGENDUM ITEM #5 – Public Comment**

There were no public comment participants.

#### **AGENDUM ITEM #6 – Discussion/Action Item**

A. Approval of Naming Process Completion for Weber School District Online Program (previously Weber Online)

Secondary Education Director Matt Williams updated the Board on the naming of online learning for Weber School District. It was noted we recently applied to become an SOEP. Current providers in the state include Canyons, Davis, Mountain Heights, Utah Online, Utah Virtual and as of June 6, 2025 Weber School District. The process overview timeline was explained. The need for the new name was explained that our current secondary online programs operate as two different schools: Weber Online 7-9 and Weber Online 9-12. We have aspirations to take our online program state wide. A survey was sent to all full-time students currently online about changing the name and formally adopting Innovation Online. If going state wide, we didn't want "Weber" included in the name. The Innovation Online name would also be more marketable. Input from USBE included: providers service middle school 6-12, advised to drop 7-12 from the name, 6th grade are eligible to take courses and don't have to offer 6th grade courses, but gives us room to expand. Committee feedback included Innovation is a name worth pursuing. It is recommended that Weber Online 7-9 and 9-12 be consolidated into one program "Innovation Online. We may begin this August because we have been granted an exception.

Motion: Bruce Jardine

Seconded: Wyle Williams

That the approval of Naming Process Completion for Weber School District Online Program (Previously Weber Online) be approved. Voting was unanimous in favor of the motion.

## B. Approval of 2025 Employee Proposed COLA & Benefit Package

Superintendent Butters explained we are awaiting the decision from Lt. Governor on the hold of HB267 *Public Sector Labor Union Amendments* and additionally the referendum on the signature certification process. Last meeting the Board approved to move forward finalizing the salary, COLA and benefits packages for each employee group.

Human Resource Directors Nicole Meibos and Lauri Adams updated the Board on the negotiation process for each employee group. It is proposed to extend the WESP agreement to match WEA and WAA to September 30th. If the referendum is approved on June 21, 2025, we will resume negotiations. Once complete, final agreements will be brought to the Board for approval in August or September. If legislation remains in effect, we will proceed transitioning to handbooks. Using the projected 4% WPU as a foundation, licensed educators receive a total \$1446 increase and educational support staff will receive a one-time \$1,000 bonus. Lauri explained compensation for the district is to fully fund lane changes and step increases with a 1.25% base salary increase. The district will contribute 0.11% for Tier II employees and a one-time \$1000 bonus for educational support staff and all licensed educators. Bonus eligibility is employees as of September 1st will be eligible for December 1st and will be prorated. Insurance includes: medical insurance will continue with Select Health at a 6.4% increase. Dental insurance will have a 6.1% premium increase with Delta Dental. Vision will remain with VSP with no premium increase. HRA will increase by 1.25% aligning with the base salary. HSA contribution amounts; employee only \$843, two-party \$1031, family \$1,200. Funds will be contributed November 1, 2025.

Motion: Janis Christensen

Second: Wyle Williams

That the Approval of 2025 Employee Proposed COLA & Benefit Package be approved. Voting was unanimous in favor of the motion.

## C. Approval of Warehouse Office Remodel with GMP and Architectural Fees

Facilities Director Larry Hadley updated the Board that the architects for the warehouse remodel will be Design West and contractors will be Hogan Construction. This remodel will open up space in our Two Rivers building by moving child nutrition and facilities into the warehouse. The bid opening was held on June 4th. We have an opening number as a GMP, but it is not the final number. The not to exceed GMP number is \$3.6 million. The Design West Architecture fee is not to exceed \$266,429.66 fee. We would like to proceed with construction beginning in June 2025. Board Member Kelly Larson asked where the budget comes from. It was noted funds will be pulled from different accounts and Business Administrator Brock Mitchell noted it will come from lots that were sold and the State allocated \$4 million for capital improvements. Also, investments with Wells Fargo that are maturing.

Motion: Kelly Larson

Seconded: Bruce Jardine

That the Approval of Warehouse Office Remodel with GMP and Architectural Fees be approved.

D. Approval of Construction Manager General Contractor(s) (CM/GC) Selection of Construction for IFA Roadway

Facilities Director Larry Hadley updated the Board on the IFA roadway and noted an RFP for bids was sent out. A package has been put together with IFA and noted asphalt needs to be in by the end of October 2025. We have a not to exceed number and will award it by the end of the week. It was noted it is a 6–8-week process. The not to exceed number is \$394,534.50. This will complete the process with IFA. It is recommended to approve the construction of the roadway to begin the first of July.

Motion: Wyle Williams

Seconded: Jan Burrell

That the Approval of Construction Manager General Contractor(s) (CM/GC) Selection of Construction for IFA Roadway be approved.

E. Approval of New Policy 3370 *Time and Effort* – 2<sup>nd</sup> Reading

Legal Counsel Heidi Alder noted new Policy 3370 *Time and Effort* had no changes since last meeting. It is recommended the Board approve New Policy 3370 *Time and Effort* on a second reading.

Motion: Doug Hurst

Seconded: Jan Burrell

That the Approval of New Policy 3370 *Time and Effort* be approved on a second reading. Voting was unanimous in favor of the motion.

F. Approval of New Policy 7200 *Supplement for Highly Needed Educators Program* – 2<sup>nd</sup> Reading

Legal Counsel Heidi Alder noted new Policy 7200 *Supplement for Highly Needed Educators Program* added changes to definitions and explained the appeals process. It is recommended the Board approve New Policy 7200 *Supplement for Highly Needed Educators Program* on a second reading.

Motion: Bruce Jardine

Seconded: Janis Christensen

That the Approval of New Policy 7200 *Supplement for Highly Needed Educators Program* be approved on a second reading. Voting was unanimous in favor of the motion.

G. Approval of New Policy 1160 *Legal Counsel* – 1<sup>st</sup> Reading

Legal Counsel Heidi Alder noted New Policy 1160 *Legal Counsel* was created to formally establish roles, responsibilities and structures of legal counsel within the school district. It is recommended the Board approve New Policy 1160 *Legal Counsel* on a first reading.

Motion: Jan Burrell

Seconded: Wyle Williams

That the Approval of New Policy 1160 *Legal Counsel* be approved on a first reading.  
Voting was unanimous in favor of the motion.

H. Approval of Revised Policy 4170 *Attendance* – 1<sup>st</sup> Reading

Legal Counsel Heidi Alder noted Revised Policy 4170 *Attendance* was an amendment to the policy to include changes required by law to address absenteeism. It is recommended the Board approve Revised Policy 4170 *Attendance* on a first reading.

Motion: Kelly Larson

Seconded: Janis Christensen

That the Approval Revised Policy 4170 *Attendance* be approved on a first reading.  
Voting was unanimous in favor of the motion.

I. Approval of Revised Policy 7700 *Family Medical Leave Act* – 1<sup>st</sup> Reading

Legal Counsel Heidi Alder noted Revised Policy 7700 *Family Medical Leave Act* was renamed to include provisions for parental leave eligibility, and postpartum eligibility as required by legislation. It is recommended the Board approve Revised Policy 7700 *Family Medical Leave Act* on a first reading.

Motion: Jan Burrell

Seconded: Wyle Williams

That the Approval of Revised Policy 7700 *Family Medical Leave Act* be approved on a first reading. Voting was unanimous in favor of the motion.

J. Initial Approval of “Working” 2025-2026 Budget

Business Administrator Brock Mitchell distributed the draft budget. It was explained one piece will be the actual audit report for 2024-2025 and then the proposed budget for 2025-2026. Mr. Mitchell then thanked Accounting Director Ben Hokanson for his expertise and knowledge helping put everything together.

<h2>FINAL BUDGET FOR 2024-2025</h2>
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### **REVENUE**

M & O Fund  
\$334,746,347

This fund is for general operations. Local funds account for 13% of revenue. State revenue is 81% and is tied to enrollment. Federal funding is 5.61% and funds Special Education and Title I Programs.

School Food Services \$16,231,788	24.15% comes from the State Liquor Tax. Federal funding is 48%
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Capital Outlay \$122,473,574	Revenue is all from local sources.
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Student Activity Fund \$9,252,528	This fund comes from operations at our schools such as student fees and tuition. 100% comes from local sources.
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Foundation \$2,740,568	100% is local funding.
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Debt Service \$27,305,318	Pays our bonds – 100% local resources (property tax)
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TOTAL REVENUE	41% local, 53% state, 5% federal
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<b><u>EXPENSES</u></b>	Instruction accounts for \$238 million (72% of the total). District administration is 2%. We are very lean at the district office.
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M & O Fund \$330,801,815	
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Food Services \$17,449,923	
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Capital Outlay \$149,890,479	Almost all non-compensation
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Student Activity Fund \$9,214,951	
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Foundation \$2,282,842	
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Debt Service Fund \$30,719,588	All non-compensation. This fund pays debt.
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TOTAL EXPENSES \$540,359,598	57.36% compensation, 42.64% non- compensation
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## PROJECTED FUND BALANCES

	<u>2024</u>	<u>2025</u>	<u>Est. Change</u>
General	\$45,299,128	\$27,045,536	(\$18,253,592)
Debt Services	\$1,342,052	\$1,784,052	\$442,000
Capital	\$60,978,993	\$54,732,493	(\$6,246,500)
Child Nutrition	\$4,005,552	\$2,180,139	(\$1,825,413)
Student Account	\$196,741	\$346,741	\$150,000
Foundation	\$4,778,383	\$4,660,383	(\$118,000)
TOTAL	\$116,600,849	\$90,749,344	(\$25,851,505)

## PROPOSED 2025-2026 BUDGET

### I. Maintenance & Operations

<u>TOP PRIORITIES</u>	<u>EST. COSTS</u>
Fund Steps and Lanes	\$2,111,184
1.25% Admin/Classified BASE Increase	\$2,294,765
Health Insurance Increase (6.4% Increase)	\$1,215,176
On-time \$1,000 Stipend for Licensed Emp.	\$2,022,000
Full Time Counselors at Remaining El. Sch.	\$100,000
Continue ESA for non-generating emp.	\$250,000
TOTAL EXPENSES	\$7,993,125
Funding Sources	
Local Revenue Growth	\$1,017,269
TSSA Money	\$375,578
WPU Rise of 4.0% and 1.1% enrollment decline	\$3,510,923
Earned Interest Income	\$3,000,000
TOTAL REVENUE	\$7,903,770

### 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	Opened Aug. 2024
Mountain View Junior High School	Opened Aug. 2024
Haven Bay Elementary School	Opened Aug. 2024

Rebuild of Roosevelt Elementary School  
Warehouse Remodel

Scheduled to Open Aug. 2025  
Scheduled to Complete January 2026

III. Child Nutrition Programs

Total Revenue received from Federal, State and Lunch Sales:

<u>FY 2023-24</u>	<u>FY 2024-25</u>
\$16,231,788	\$13,454,587

Total Expenses:

<u>FY 2023-24</u>	<u>FY 2024-25</u>
\$17,449,923	\$15,280,000

Tax Rates

	<u>2024</u>	<u>2025</u>
Value	21,592,177,208	23,174,214,767
<b>State Levies</b>		
Basic Levy	0.001406	0.001406
Charter Levy	0.000049	0.000066
Sub-Total	0.001455	0.001472
<b>Local Levies</b>		
<u>Non-Certified</u>	0.001146	0.001146
<u>Certified</u>		
Board Local Levy	0.000677	0.000646
Voted Leeway	0.000766	0.000743
Capital Outlay	0.001520	0.001474
Cert. Sub-Total	0.002984	0.002863
<b>Total Rate</b>	0.005585	0.005481

K. Budget Hearing

President Widdison asked for a motion to open the meeting for public comment.

Motion: Jan Burrell

Seconded: Janis Christensen

There were no comments from the public.

President Widdison asked for a motion to close the public hearing.

Motion: Jan Burrell

Seconded: Bruce Jardine

L. Approval of 2024-2025 Budget

Business Administrator Brock Mitchell recommended the Board approve the 2024-2025 Final Budget and the 2025-2026 Proposed Budget for Weber School District.

Motion: Doug Hurst

Seconded: Jan Burrell

That the Approval of 2024-2025 Budget and the 2025-2026 Proposed Budget for Weber School be approved. Voting was unanimous in favor of the motion.

Motion to adjourn the General Session of Board Meeting

Motion: Bruce Jardine

Seconded: Jan Burrell

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

General Board Meeting adjourned at 7:26 p.m.