

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

General Board Meeting/Budget Hearing
July 29, 2020

The Board of Education of Weber School District held a Board Meeting in the Board Room 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

1. Pledge of Allegiance: Art Hansen
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 Early Literacy Plan
3. Recognitions
 - A. Mark Cissna, Dean Askew, Beau Brooks, Brenden Brooks, Josh Favila, Justin Meyerhoffer, Ryan Roby - *Weber-Morgan Health Department Emergency Services*
 - B. Gina Butters, Clyde Moore, Brock Mitchell, Michele Parry, Matt Williams, Nicole Meibos, Hal Raymond, Christ Earnest - *E+ Team Award*
 - C. Larry Hadley - *Outstanding Educational Administrator Award*

4. Discussion/Action Items
 - A. Approval of Property Tax Rates and Revenues for Tax Year 2020
 - B. Approve LEA Licenses and Endorsements
 - C. Ratification of Employee Contracts
 1. Certified Employees
 2. Support Professionals
 3. Administrators
 - D. Approval of Policy 5200 *Student Discipline (Including Safe School Policy)* 2nd Reading
 - E. Selection of Construction Manager General Contractor (CMGC) for New High School
 - F. Approval of Weber School District Reopening Plan
 - G. Approval of New Policy on *Sexual Harassment under Title IX* - 1st Reading
5. Information Items
 - A. Lease Agreement with South Ogden City

AGENDUM ITEM #2 – Consent Calendar

A. Minutes

That the minutes for the Study Session and General Board Meeting Session dated June 10, 2020 be approved.

B. Warrant Register

That check numbers 00013818 through 00014054; and 00517012 through 00518212 totaling \$5,463,795.79 dated June 30, 2020 be approved.

C. Budget Update

That the budget update dated June 30, 2020 be approved.

D. New Hires

That the list of personnel changes and additions dated June 3, 2020 through July 22, 2020 be approved.

E. Bid/Purchase Approvals

That the purchase of iPads for Special Education Self - Contained Classrooms at a cost of \$32,340 be approved.

That the purchase of Instructional Programs for Elementary Life Skills Classrooms at a cost of \$27,882.50 be approved.

That the purchase of Driver Education Cars at a cost of \$89,988.00 be approved.

That the purchase of Non - Medical Protective Masks for Weber School District Students and Staff at a cost of \$203,095.00 be approved.

F. Leave of Absence Requests

There were no Leave of Absence Requests for approval at this time.

G. Approval of Early Literacy Plan

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

Motion: Bruce Jardine Seconded: Jan Burrell

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

AGENDUM ITEM #3 – Recognitions

A. Mark Cissna, Dean Askew, Beau Brooks, Brenden Brooks, Josh Favila, Justin Meyerhoffer, Ryan Roby - *Weber-Morgan Health Department Emergency Services*

Katie Lewis, Emergency Services Planner, gave some background history on Weber-Morgan Health Department and their partnership with Weber School District Warehouse. Weber School District has worked with the health department for public health emergencies since 2014. She noted that our warehouse staff have always been very accommodating. Due to the COVID-19 pandemic, the last few months our warehouse has been at the receiving end of picking and distributing hundreds of orders to those in need for PPE. Mark Cissna and staff have been vital partners with the health department. Mark Cissna has many times returned to the warehouse to help with shipments after hours. All warehouse staff were supportive in managing orders and have provided constructive input that has been invaluable.

Superintendent Stephens requested that all individuals being recognized tonight please stand instead of coming up to shake hands, receive awards and take pictures as we try to model our own guidelines for social distancing.

B. Gina Butters, Clyde Moore, Brock Mitchell, Michele Parry, Matt Williams, Nicole Meibos, Hal Raymond, Chris Earnest - *E + Team Award*

Art Hansen, Assistant Superintendent, presented this month's E + Team Award. Art noted this past spring there was an amazing team effort to put together graduations for our high schools. Each principal worked with tech services to put together videos. A week before virtual graduations were to take place, they were able to quickly put together small graduation ceremonies. Principals were present for two days to give students the recognition they deserved.

President Ritchie thanked the principals for all of their efforts and then opened it up to the Board for comment. Board member Dean Oborn commented that you are making history, people will remember all that you have accomplished to make things special. Everything you are doing now is making history. You have made a terrific difference. Board member Bruce Jardine added that you have gone over and above what you needed to do. The fact that students would like it continued next year speaks for that. Janis Christensen expressed gratitude that the students were able to be recognized and made to feel special.

C. Larry Hadley - *Outstanding Educational Administrator Award* -

Mike Evans, Weber Education Support Professionals President, shared there is a great relationship between WESP, the Board, Superintendency and Larry Hadley, Human Resources Director. Mr. Evans stated that working with Larry has been great. He really cares about Weber School District employees. Larry Hadley was presented a plaque and watch.

AGENDUM ITEM #4 – Discussion/Action Items

A. Approval of Property Tax Rates and Revenues for Tax Year 2020.

Business Administrator Robert Petersen explained as part of the Budget Hearing on June 10, 2020, the latest tax rates were presented to the Board. At the time, we didn't have the basic rate, from the State of Utah. The final tax rate for Tax Year 2020 is 0.00586 which is lower than prior years. It was also noted that if property owners have received an increase in their property tax it is because their home values went up. The Board was asked to approve this final rate.

Motion: Paul Widdison Seconded: Janis Christensen

That the final tax rate of 0.00586 for Tax Year 2020 be approved. Voting was unanimous in favor of the motion.

B. Approve LEA Licenses and Endorsements.

Larry Hadley, Human Resources Director, noted that 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. LEA licenses are for teachers that do not currently have a teaching license. The following names are being asked for licensing and endorsement approval at this time: Mariah Smith, Alise Bowles, Kimberlee Nelson and Shannon Walston. It is recommended the Board approve the LEA License and Endorsement lists.

Motion: Janis Christensen Seconded: Jan Burrell

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

C. Ratification of Employee Contracts.

Larry Hadley began by thanking Barb Whitman, Brandon Baca, Mike Evans, Tim Bell and the WAA Board for all their work. We started negotiations before the COVID-19 pandemic hit and then were able to continue negotiations virtually. We agreed on all language issues and once we received the approved budget numbers from the Utah State Legislature Special Session, all groups were ratified within two days. It was agreed the district will fully fund lane changes, step increases and a 2.75% base increase. Also, a 7.11% increase on the cost of insurance with the district paying its portion of the increase. It is recommended the Board approve the Ratification of Employee Contracts.

Motion: Bruce Jardine Seconded: Dean Oborn

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

D. Approval of Policy 5200 *Student Discipline (Including Safe School Policy)* 2nd Reading

Karla Porter, Student Services Director, noted there has not been any questions or further input to Policy 5200 since the last Board meeting. It is recommended the Board approve revised Policy 5200 *Student Discipline (Including Safe School Policy)* on a second reading.

Motion: Doug Hurst Seconded: Paul Widdison

That the approval of revised Policy 5200 on a second reading be approved. Voting was unanimous in favor of the motion.

E. Selection of Construction Manager General Contractor (CMGC) for New High School.

Scott Zellmer, Facilities Director, explained our need for a new high school in the western area of our district in the near future. The Boards previous approval of MHTN Architects in March allows us to be prepared in the event that a bond is approved sometime in the future. The process of an RFP was sent out with a number of firms statewide applying. Based on cost and services proposals, Hogan Associates and Construction was recommended by the Capital Improvement Committee. It is recommended the Board approve Hogan Associates and Construction as the CMGC for construction of the new high school.

Superintendent Stephens added we are not trying to get ahead with the voters. We understand and respect that for a high school or anything to be built, this has to go before the voters. We haven't built a high school in nearly 30 years. The contracts with MHTN and Hogan will allow us to show voters all it would need to build a new high school.

Motion: Paul Widdison Seconded: Dean Oborn

That the selection of Hogan Associates Construction as the CMGC be approved. Voting was unanimous in favor of the motion.

F. Approval of Weber School District Reopening Plan

Assistant Superintendent Lori Rasmussen presented to the Board the Safe Weber Framework and highlighted on a few key points. Work on this began right after the soft closure and continued throughout the summer. We sought feedback from teachers, community, administrators and staff along with committees. The framework was brought to the Weber-Morgan Health department for input as well. Late June, the Utah State Board of Education released their required template. We have more than met the requirements the state has required.

A parent survey was sent out with over 10,000 responses. In person school responses were 63.9%, flexible model 29.8%, and 5.3% of families prefer to go online only. We have developed learning options for families which are:

In person learning - we believe is the best choice for students.

Short term flexible model - students will stay connected with their classroom.

Flexible long term options - we are asking families to commit on a quarter by quarter basis.

Total online learning experience - we can offer all options for learning. Any time within the school year our framework is flexible.

In an effort to support teachers with the Flexible Learning Model, we are recommending a shortened school day by 45 minutes for students. This will allow teachers time to check in with their students that are home along with allowing time for sanitization of classrooms. We have multiple supports and resources available on the district web site for parents, students and employees. Our framework has been embedded into the document from the state with the requirements to reopen that include five components: Facility & Sanitization, Personal Protection & Hygiene, Distancing & Social Gatherings, Recognizing & Completing Unfinished Learning, and Digital Design. Each component has Moderate, Enhanced and Intense levels. Our goal is to open at the Moderate level of precaution.

The School Wide Action Plan allows principals to create a safe school action plan based on our framework for their individual school. The Classroom Mitigation Plan allows teachers to develop their own plan for their individual class based on seven situational characteristics. Movement, duration, proximity, group size, respiratory output, touch and congestion.

President Ritchie invited members of the audience who had signed up to address the Board to come forward and share their comments. Four attendees gave input and one stated that all of their questions had been addressed during the presentation by Lori Rasmussen. Comments included:

Jennifer Graviet, resident of South Ogden and teacher at Sand Ridge Jr. High. She began by thanking the Board and Dr. Stephens for developing our reopening plan with the different levels of precaution. She asked for the board to consider reopening at a more cautious level such as a hybrid A - B schedule mentioned in the intense level. Considering the seven situational characteristics, she considers group size to be the most important. She noted that it would also give more time for everyone to adjust to wearing masks and more time for cleaning.

Kelly Treadway, resident of North Ogden and teacher at Plain City Elementary.

Kelly expressed her passion and love for kids and how she has felt drawn to teach. She wants to be with her students but expressed concern regarding her son who will begin Kindergarten with an IEP. She feels that she has not had any communication on how school will look for special needs students and asked for more communication. As a teacher, she has mentioned how hard it is to be a teacher. She is concerned about the workload, teaching in person and teaching online. She feels that she will be stretched as a mom, teacher and resident in the community.

Superintendent Stephens commented how remarkable it is to have teachers present. Our goal has been to help lighten the load for teachers with our development on Canvas and modules that will enable teachers to manage the workload. Once again, our goal is to open at the Moderate level. The conditions at the time in the school district will determine what level we begin school. It is our hope that ten to fourteen days before school, we will announce the level of precaution we can reopen.

Carli Wright, resident of Washington Terrace. She has seven kids, four that attend schools in Weber School District. Her concern is her kids wearing masks for 6 hours a day, and suggested we have half days. She also commented that she is glad our framework has not been driven by public opinion but guidelines from the health department and CDC.

Superintendent Stephens responded that the AM/PM model is an option at the intense level. We have learned from experts the most important things to focus on are social distancing, hand hygiene, and personal protection with masks. Those are the most critical with the greatest impact. Teachers have contributed to lowering risk by removing unnecessary items in their classrooms to create more space. If respiratory output is normal, then risk is lower. We have also learned that directed movement lowers the risk, which we have practiced tonight.

Candace and Billy Zumburn, residents of Riverdale. They explained that after the presentation, all of their questions and concerns were addressed.

Jonathan Ward, teacher at South Ogden Jr. High. Jonathan began thanking all of those who have planned for reopening. He has taught at South Ogden for fifteen years. His concerns are regarding the precautions planned for the reopening. He asked that the Board move to reopen only under the intense precautions. He also questioned symptom checks not being monitored. Lori Rasmussen noted that we will not be taking temperatures as it has not been required by the health department. There is a checklist for parents to follow and we will monitor volunteers coming into schools. Class sizes were also addressed and an A/B schedule to be considered. Every staff member will receive a cloth mask and a face shield. If any teacher has an underlined health concern it will be addressed. The question was also raised regarding what happens if a student or teacher tests positive. It was noted that the guidelines from the health department is to have seating charts in classrooms and buses which will help guide us as to who may have been in close contact with an individual testing positive.

Dr. Stephens clarified to the Board that they are not voting on how we will open but voting on our plan with the hope of opening at the moderate level, recognize the plan is dynamic and that there can be movement as needed.

Motion: Janis Christensen Seconded: Dean Oborn

That the Weber School District reopening plan be approved. Voting was unanimous in favor of the motion.

Board member Paul Widdison thanked the audience for the respect they have shown and their participation.

G. Approval of New Policy on Sexual Harassment under Title IX - 1st Reading

Heidi Alder, Legal Counsel for Weber School District, indicated the need for a new policy to comply with some changes to the federal Title IX regulations, regarding sexual harassment. New Federal regulations will go into compliance on Aug.14, 2020. Sexual harassment allegations are required to have trained investigators pursue and follow certain steps. Art Hansen is our Title IX coordinator that will oversee and make sure we are in compliance. It is recommended the Board approve the new policy on Sexual Harassment under Title IX on a first reading.

Motion: Jan Burrell Seconded: Paul Widdison

That the new policy on Sexual Harassment under Title IX on a first reading be approved. Voting was unanimous in favor of the motion.

AGENDUM ITEM #5 – Information Items

➤ Lease Agreement with South Ogden City

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

Motion: Paul Widdison 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: 7:56 p.m.