

WEBER SCHOOL DISTRICT
5320 Adams Avenue Parkway
Ogden, UT

Study Session
February 7, 2024

The Board of Education of Weber School District held a Study Session in the Board Room at 5320 Adams Avenue, Ogden, Utah. The meeting convened at 5:00 p.m. The following Board Members and Superintendency were present:

Paul Widdison	Board President
Jon Ritchie	Board Vice President
Doug Hurst	Board Member
Janis Christensen	Board Member
Bruce Jardine	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

President Widdison welcome everyone and went over announcements regarding graduation assignments, USBA Day on the Hill February 22, 2024 and upcoming Special Board Study Session on March 1, 2024.

Superintendent Butters asked Equity Director Jamie Ellis and Legal Counsel Heidi Alder to update the Board on recently passed HB257 *Sex-Based Designations for Privacy, Anti-Bullying, and Women's Opportunities*. Heidi explained this bill was effective immediately upon Governor Cox's signing. A section on athletics articulates to preserve individual privacy and competitive opportunity, students of one sex are not entitled to and may not access, use, or benefit from an athletic facility, program or event that is designated for the opposite sex.

The bill reiterates Title IX's provisions on equivalence between male and female athletics. It prohibits a sex designated facility, program or even of a higher quality to one sex over another and of a lesser quality. Cannot give preferred scheduling or opportunities or cannot compete against the opposite sex.

Facilities:

Privacy spaces within facilities - defined as a restroom or changing room

Privacy Plan

- Reasonable access to a unisex, single occupant or faculty/staff restroom or
- if #1 is unavailable, access to the opposite sex privacy space through staggered scheduling or other plan for temporary private access.

It was noted all of our schools, currently have these in place.

LEA Compliance:

An LEA satisfies its duties under this law if the LEA:

- Gives notice to students of the provisions.
- Takes administrative action to address violations of and promote compliance with this section.
- Develops a privacy plan with parents and students as addressed above.

New Construction and Current Facilities:

To preserve the individual privacy of males and females in privacy spaces:

- A government entity shall adopt a privacy compliance plan
- For construction of a new facility, a government entity shall ensure that the new construction includes a single-occupant facility
- For existing privacy spaces, a government entity must consider the feasibility of retrofitting or remodeling to include floor-to-ceiling walls and doors or similar privacy protections; curtains; or other methods of improving individual privacy within the facility

Jamie concluded noting training will begin next week in schools.

Superintendent Butters shared some positive things happening in Weber School District:

- Justin Shaw - Roy High School, received the *Utah Council Teacher of English of the Year Award* and also Tiffany Ross, North Ogden Jr. High.
- Carolyn Sandstrom – Bonneville High School, received the *Lifetime Achievement Award from the Utah Foreign Language Association*.

On March 1, 2024, there will be a Special Board Study Session and the Board was asked to come prepared with ideas for students and employees on the Board Vision Statement for the Strategic Plan.

Child Nutrition Supervisor Candace Parr updated the Board regarding Weber School District joining UCARE (Utah Cooperative Acquiring Resources Efficiently). It was noted this program has been in place since 1998. We have had several issues with our contracted warehouse losing our products and they will also not agree to our terms and conditions. Another concern is our Child Nutrition budget currently pays 60% of warehouse salaries. If we go through the co-op, we would no longer need to use our warehouse for storage, which has been in high demand with the new school builds. They are requesting to join for the 2024-2025 school year. Business Administrator Robert Petersen noted food is the largest expense in child nutrition, over compensation.

Secondary Educator Director Brock Mitchell explained to the Board the potential of piloting an A/B block schedule. They have received feedback from employees at Rocky Mountain Jr. High. Four questions and responses include:

1. What are the benefits of an A/B schedule - Longer classes allow teachers to get deeper into curriculum, example; full lab time and ability to work on homework in class instead of home. Ability to support students with higher needs. Longer prep times and opportunities to collaborate, engagement opportunities, prepares students for high school A/B schedule, and more opportunity and choice in classes.
2. What are the concerns – Students ability to remain engaged for longer periods of time. What would classroom behavior look like. What does the teacher workload look like, and what supports will be in place. With classes being every other day, there are longer periods of time not seeing students.
3. What trainings - Knowing there is a plan in place. Administrators are committed to provide trainings, possibly in the summer. Curriculum department would help with summer training and provide specialists to help make longer classes successful. CTE class teachers would offer support.
4. Would they support this pilot - They received 35 responses to the survey, either a yes or willing to give it a chance and move forward with a pilot for an A/B schedule. They are planning to bring a recommendation to the Board in March Board Meeting.

Secondary Education Assistant Director Matt Williams updated the Board on NAL (National Academic League) and noted Donna Elmquist, National NAL President has committed to provide our district with materials so we can continue the program next year in Weber School District. The following year is yet to be determined.

It was announced Orion Jr. High defeated Rocky Mountain Jr. High in the boys' basketball championship today at Fremont High School.

Secondary Education Assistant Director Matt Williams updated the Board on Junior High football and noted the survey was out for ten days and closed on February 5, 2024. They received 1,623 survey responses sent out to all junior high parents, students and staff. They are planning to reconvene as a committee and come to the Board in March with a recommendation. Results showed about 50/50. Survey questions were briefly discussed.

Human Resources Director Nicole Meibos updated the Board on RFP's (Request for Proposals) we have out for a benefits consultant and staffing agency. Nicole explained an RFP removes cronyism and opens it up to competition for lower costs and is also required by Utah code.

A benefits consultant is needed to have a liaison between district and district insurance providers. GBS has been our broker for over twenty years. A staffing agency can offer benefits, robust training, support, targeted and specific recruiting efforts, referral programs, incentives, and fill rates to help alleviate pressure off classroom teachers and support staff. Weber School

District's current fill rates using AESOP are 75%. Title I schools and others have been as low as 36%. A staffing agency can achieve fill rates as high as 97%, and we may continue to use AESOP with minimal or no disruption in the schools. The timeline for benefits consultant RFP opened in November 2023, and staffing agency RFP opened in December 2023. Recommendations will be presented to the Board in the March Board Meeting.

Legal Counsel Heidi Alder updated the Board on policy revisions:

2nd readings:

- Policy 3250 *Donations, Gifts, and Naming of Schools/Facilities* since last reading an adjustment was made on the last section about facilities and mascots. Naming of facilities will be on a separate policy.
- Policy 4600 *Student Overnight Travel (Extended-Curricular Travel Activities)* will be brought back to the Board in March for a second reading.
- Policy 8340 *Employee Social Media* had a minor adjustment, noting if employees wish to create a social media page they will need to work with our tech services department.

1st Readings:

- Policy 1110 *Board Legal Status: Power and Duties* was reformatted and as per state law, if there is a vacancy, the Board makes the appointment after applications are submitted and interviews must be conducted in public. Appointment will be made by closed ballot. Removal from office will occur if a Board Member is convicted of a felony or moves out of their precinct area.
- Policy 2340 *Bus Transportation, Bus Stops, Routes and Distance Regulations* was requested from transportation due to the concern of students riding buses when there is not availability. Once space is at 80% capacity it will be closed. Students not on the route may apply and must be submitted by September 15th.
- Policy 4190 *Concussions and Traumatic Head Injuries* is required by law and everything in the policy is statutory.
- Policy 4500 *Extracurricular Activities* now has eligibility requirements from UHSAA bylaws listed in the policy.

Meeting adjourned at 6:00 p.m.