The Board of Education of Jordan School District met in a study session and a special Board meeting on Tuesday, February 21, 2017, beginning at 4:04 p.m. at the JATC South Campus (Board Conference Room), 12723 S. Park Avenue (2080 West), Riverton, Utah.

STUDY SESSION

Those recognized or signed-in as present:

- Janice L. Voorhies, Board President
- Matthew Young, Board Vice President
- Jen Atwood, Board Secretary
- Bryce Dunford, Board Member
- Marilyn Richards, Board Member
- Darrell Robinson, Board Member
- Patrice A. Johnson, Superintendent of Schools
- Anthony A. Godfrey, Associate Superintendent
- John Larsen, Business Administrator
- Paul Van Komen, Burbidge & White
- Scott Thomas, Administrator of Auxiliary Services
- Jeri Clayton, Administrative Assistant
- Jack Retallick, AV Maintenance
- Vicki Olsen, President, Jordan Education Association
- Dawn Ramsey, Director, Region VI PTA
- Susan Pulsipher, District 50, Utah House of Representatives
- Kayleen Whitelock
- John Johnson
- Judy Burton
- Fred Burton
- Christian Cowart
- Roy Harward
- Tracy Miller
- Dee Sundell
- Debbie Oldham
- Joy Mackay
- Elma Scheid
- Steven Roberts
- Jamie Sorensen

President Voorhies presided and conducted. The Board of Education met in a study session to discuss the following:

A. Interviews for the Board of Education District 3 Midterm Vacancy

On January 30, 2017, Susan K. Pulsipher resigned her position on the Jordan School District Board of Education. In accordance with the statutory requirement in Utah Code 20A-1-511, the Board had 30 days to appoint an individual to fulfill the unexpired portion of Mrs. Pulsipher’s term of office which ends in January 2019. The position was announced and applications were received from the following five individuals:

- Judy O. Burton
- Christian Cowart
- Melroy (Roy) Harward
- Tracy Janes Miller
- Mary Deanne “Dee” Sundell
Board members invited the five individuals to interview for the position. Each of the candidates was asked to draw a number to determine the order for the interviews and each candidate was asked the following questions:

- What is your leadership style and how does that style lend itself to being a part of a team?
- What strengths, leadership qualities, characteristics and skills could you bring to this specific school board?
- What kind of time on a weekly basis could you dedicate to this position?
- What role do you believe the Board of Education plays in the public education system?
- What false perceptions do you think the public has about the Jordan School District and how do you think we can change them?
- How would you handle a situation where you and another Board member disagree about an issue or a course of action?
- What do you believe you can do to support the educational priorities of the Board?
- What does the word “team” mean to you?

B. Public Comment

President Voorhies invited public comment related to the applicants for the District 3 midterm vacancy. The following individuals accepted the invitation to comment:

Debbie Oldham, former District employee, stated that she had the privilege of being associated with Judy Burton for almost 20 years and worked with her in various capacities including as an employee in the Payroll Department when Mrs. Burton served as director. She said Judy has the following qualifications and characteristics that would serve the citizens of Jordan District: she is honest, she is full of integrity, her character is of the highest quality, she is fair and compassionate, and her reputation is flawless. She said Judy has lived in the South Jordan Community for over 40 years and understands the extensive growth of the area and without hesitation she can recommend Judy to serve as a member of the Board of Education.

Steven Roberts spoke on behalf of Roy Harward. He said he has been associated with Mr. Harward for several years and has had long discussions with him about education. He said Mr. Harward is intelligent, well-informed, approachable, willing to listen to and understand opposing points of view, and he is passionate about education and Jordan School District. Mr. Roberts urged the Board to appoint Mr. Harward to represent District 3.

Joy Mackay, a Jordan District retiree who is currently working part-time in the Payroll Department, spoke on behalf of Judy Burton. She said Mrs. Burton always encouraged her employees to work as a team and was always open to hearing new ideas to improve the processes in the Payroll Department. She said Mrs. Burton is the type of person that wants to do what is best for the whole team, not just what is best or easiest for her. She said Mrs. Burton would be a strong dedicated member of the Board and a great asset to Jordan District.

Vicki Olsen said she was not speaking on behalf of a candidate but wanted to let the Board know they are in a unique situation because they get to choose who will serve on the Board. In listening to the interviews she felt that all five are excellent candidates. She said when she conducts interviews she looks at what skill sets were lost and what would be needed when hiring a replacement. She noted that Mrs. Pulsipher has a unique skill set and urged the Board to keep that in mind when deciding who will best fill Mrs. Pulsipher’s vacant seat on the Board.

Jamie Sorensen, a resident in District 3 and daughter of Judy Burton, said she was educated in Jordan District and is the mother of six children attending Jordan schools. She said at the time of the District split she asked many questions and her mother taught her to seek to understand both sides of an issue and to have respect for the hard work of the Board. She said several years ago during a boundary
change, Mrs. Pulsipher took the time to listen to her concerns and she thanked her for that and for reaching out to the patrons. Mrs. Sorensen said she believes her mother could add that same level of respect and ability to listen to patrons and encouraged the Board to choose Judy Burton to replace Mrs. Pulsipher in District 3.

Kayleen Whitelock, former Board of Education member, said Mrs. Olsen said something very important and that is that the Board should be looking for a skill set that they are now missing and in her opinion when she joined the Board there was no one meeting with elected officials or going to the legislature to advocate for the District. Mrs. Whitelock said she has been at the legislature a few times this year and has not seen Jordan Board members there. She added that without the backing of city council members, mayors, and most importantly, legislators, the District is in trouble. She said there is someone that applied for this position that has the needed skill set and connections and admonished them to think about that and to select the person that can dedicate time to being at the legislature.

Dawn Ramsey said she has had an opportunity to work closely with Mrs. Miller and that she is an excellent candidate for this role. She has worked with her at the local, District, and State level, including two years on the Jordan District ALPS Committee and on the Friends of Jordan School District Committee as they worked hard to educate the public about the need to support the Bond. Mrs. Ramsey said she also worked with her at the State level on the Utah School and Institutional Trust Lands Administration (SITLA) and Mrs. Miller is known throughout the State as an expert in this arena. She said she has seen the benefits that her efforts have provided to students in Jordan District and in the State. She said Mrs. Miller has the ability to analyze and recognize unintended consequences of decisions before they are made and she has a rapport with legislators and city leaders and recommended the Board appoint her to fill the vacancy in District 3.

C. Summation by Board Applicants

President Voorhies invited the candidates to take three minutes each to summarize his or her qualifications for service on the Board of Education. She noted that Ms. Sundell was not able to stay following the interviews because of a family commitment.

Mrs. Miller said applying for this position has been a heart-warming experience for her and felt a lot of support from many people. She expressed appreciation to Mrs. Pulsipher and said she had a special skill set and contributed a great deal to the District. Mrs. Miller said in preparation for applying for this position she spoke with a few city leaders about some of the issues and they all praised Mrs. Pulsipher for the positive relationship they have had with her. She expressed her hope that she will be given an opportunity to bring this same level of relationship-building to the Board. Mrs. Miller thanked the Board for their time and said it was a pleasure getting to know the other candidates.

Mr. Harward thanked Board members for their time and recognized their efforts in directing the District. He said he is deeply passionate about teachers and children and has demonstrated his commitment to the children for many years. He said the District is facing many challenges in the next few years such as growth, moving schools into the 21st Century and the use of technology, each of which has a financial burden. Mr. Harward said he is capable of assisting the Board with analysis, research, and evaluation and has an understanding of financial metrics and his business background will allow him to help identify and implement best practices in administration. He said at the last Board meeting transition time was discussed and he feels implementation of transition time is key to improving the education of children because it creates opportunity for other types of educational proponents and delivery vs. just in and out to recess or lunch. He said a future bond will be needed and there may come a time that a tax increase is needed, but the success of either of these will be based on the Board’s ability to demonstrate and explain the needs to the people. He said he is able to take in stride the strain, pressure, and difficulties of these decisions.

Mr. Cowart thanked Board members for the opportunity to interview for the Board position. He said education is facing a trying time and in the last 20 years there have been many changes. He said it is getting harder to find math, science, and special education teachers and his passion is to find those
individuals that want to teach. He said the most important thing to him is his children’s education and he knows what it feels like to be a teacher and administrator for the past 21 years and he will work to improve teacher retention and recruitment. He said he currently works for Canyons District, and while there may have been past contention over the split, the purpose is the same and everyone is working towards the education of students.

Mrs. Burton said Every Child, Every Day is a statement with which the Board is well acquainted. She said she has 24 grandchildren and she would like to have each of them have a teacher that can influence them in a personal way like she was. She said for about 12 years she had an opportunity to talk with teachers as they were leaving the employ of Jordan District and she was saddened to see that many of them were leaving discouraged and down-hearted. She said she would like to find a way to change that feeling among teachers and make it worthwhile so they can say they love their jobs and hate to leave them. Mrs. Burton thanked the Board for the opportunity to interview for the open Board position.

D. **Board Discussion on the Applicants for the District 3 Midterm Vacancy**

Board members discussed the candidate’s qualifications in preparation for the vote to appoint a replacement for Mrs. Pulsipher.

Mr. Dunford said for the record that he is deeply impressed with the quality of the five candidates and that it will be difficult to vote for only one. He said it is his hope that those who do not get the vote do not take that as a sign that they are not qualified because he believes all five are qualified for the position. Mr. Dunford said after listening to the interview answers and summations he believes that the best candidate for replacing Mrs. Pulsipher is Mrs. Miller because she has a similar skill set.

Mr. Robinson said he has a high respect level for Ms. Olsen and he was undecided until he heard her ask the question, “What skill set do they have that best fits Mrs. Pulsipher’s?” He said the Board has come a long way under the leadership of Mrs. Pulsipher and he ran for the Board because of the relationship he has with legislators and city leaders and many of them called him and specifically mentioned that Mrs. Miller would be the best person to continue in her place. He said Mrs. Miller has a quality that he respects in a mid-term candidate and that is that she was attending meetings long before she knew there would be an opening. He said it frustrates him when candidates show up for meetings and then when they lose, they don’t return. He believes if someone else were chosen for this open position, Mrs. Miller would still continue to attend meetings. Mr. Robinson expressed his support for Mrs. Miller as the new Board member. He also reminded everyone that in one year the County clerk will be accepting candidates to run in the next election for this same position.

Mr. Young expressed appreciation to the candidates for putting themselves in the running for this position and noted that it is a vulnerable feeling to be in front of this kind of group. He said if the candidates can go through this process, he hopes they will consider running when the voters get to elect a representative for District 3. Mr. Young said traditionally the number of candidates that run for the District 3 Board position is longer than any other and he hopes each of them will throw their hat in the ring one year from now and he would be honored to have any one of them sit at the table.

Mrs. Atwood thanked the candidates for participating in the application process. She said she knows the feeling of stepping out of a comfort zone but the Board and candidates have one common goal and that is making sure the students learn what they will need to help them succeed in life. Mrs. Atwood said she was lucky to have worked closely with Mrs. Pulsipher and knew when she learned she was going to the legislature that it would be a good place for her and she would make a difference on a larger scale for Jordan District. At the same time, she was concerned about who would replace her level of involvement with the legislature. She thanked Mrs. Olsen for her comments and said Mrs. Miller’s skill set is what she is looking for in a replacement for Mrs. Pulsipher.

Ms. Richards said the five candidates are amazing and several of them are great friends whom she has known for a long time. She also said she has seen the dedication that Ms. Miller brings to Board of
Education meetings. She stated that even though she appreciates Mrs. Pulsipher’s great leadership and the progress made as a District, she wanted her fellow Board members to think about whether the same exact skill set is needed or if any one of the five candidates would bring a skill set that may take the Board further or in another valuable direction. She said she doesn’t necessarily think the skill sets have to match and many of the candidates are very involved in the community and perhaps they have a different emphasis they can add to the Board that is needed at this time. She said she hoped Board members would think about this before making a decision.

E. Voting for the District 3 Seat on the Board of Education

President Voorhies asked for nominations for the District 3 midterm vacancy.

Bryce Dunford nominated Tracy Miller to fill the District 3 midterm vacancy; the nomination was seconded by Darrell Robinson.

Hearing no other nominations, President Voorhies closed the nominations and called for a vote by raise of hand.

President Voorhies stated that the vote was unanimous to appoint Tracy Miller to represent District 3 on the Jordan School District Board of Education. Ms. Miller will be administered the Oath of Office as the first item of business during the regular Board meeting on February 28, 2017, at 6:30 p.m.

At 6:10 p.m., the meeting adjourned. Following a short break, the Board convened in a Special Board meeting.

SPECIAL BOARD MEETING

Those recognized or signed-in as present:
Janice L. Voorhies, Board President
Matthew Young, Board Vice President
Jen Atwood, Board Secretary
Bryce Dunford, Board Member
Tracy Miller, Board Member-appointee
Marilyn Richards, Board Member
Darrell Robinson, Board Member
Patrice A. Johnson, Superintendent of Schools
Anthony A. Godfrey, Associate Superintendent
John Larsen, Business Administrator
Paul Van Komen, Burbidge & White
Jeri Clayton, Administrative Assistant
Vicki Olsen, President, Jordan Education Association
John Johnson

President Voorhies presided and conducted. She welcomed those present.

I. Special Business

A. Recommendation to Approve Revisions to Board Policy B/SC 204 Monitoring Superintendent Performance

President Voorhies said the goal of this policy is to create a process by which the superintendent and Board members can resolve disagreements without creating a more difficult situation. She stated that no members of the public accepted the invitation to speak to this special business item and called for a motion.
MOTION: It was moved by Matthew Young and seconded by Jen Atwood to approve the revisions to Board Policy B/SC 204 Monitoring Superintendent Performance.

Mr. Robinson stated the policy is good; however, he wants to make sure it isn't over-reaching and that it can't be used to suppress the gathering of information. He believes it allows two-way communication but he feels if the public has concerns then he needs to be able to gather that information and share it with the Board.

Mr. Van Komen suggested a language change to the last phrase of the beginning paragraph in the new item H to change the word “their” to “his or her” and recommended this change be added to the motion.

AMENDED MOTION It was moved by Matthew Young and seconded by Jen Atwood to approve the revisions to Board Policy B/SC 204 Monitoring Superintendent Performance and to include the language change from “their” to “his or her” in the last phrase of the beginning paragraph of item H. Motion passed with a unanimous vote.

Mr. Young stated that in reviewing Board policies he has come to realize that while he and the current Board know how to act, in six years this Board could look 100 percent different and he wonders if at that point whether the policy could be used for something other than what the current Board intended. He said he trusts that it is designed to not be abused, but for those future Board members, if this policy is used to silence or intimidate a fellow Board member, he would be very disappointed and they should know that it is not the intent of this policy.

A copy of Board Policy B/SC 204 Monitoring Superintendent Performance is attached at the conclusion of these minutes. (Attachment 1)

B. Recommendation to Approve Revisions to Board Policy B/SC 205 Monitoring Performance of the Business Administrator

President Voorhies stated that the same paragraph added to Policy B/SC 204 is being added to Policy B/SC 205; however, in this policy it is item D. She added that the same language correction as noted by Mr. Van Komen should be included in the motion.

Mr. Robinson stated that he has complete confidence and trust in the superintendent and business administrator and that this District is in good hands. He also said he doesn’t know if these two policies will be used often but it is good policy. He added that as Mr. Young stated, one never knows what is down the road.

Public Comment
No patrons signed up to address the Board regarding this Special Business item.

MOTION: It was moved by Bryce Dunford and seconded by Darrell Robinson to approve revisions to Board Policy B/SC 205 Monitoring Performance of the Business Administrator and to include the language change from “their” to “his or her” in the last phrase of the beginning paragraph of item D. Motion passed with a unanimous vote.

A copy of Board Policy B/SC 205 Monitoring Performance of the Business Administrator is attached at the conclusion of these minutes. (Attachment 2)

C. Recommendation to Approve Contract for Business Administrator

President Voorhies said approval for this item was tabled at the meeting in January for further discussion and review and it is now ready for Board approval. She invited public input.

Public Comment
Vicki Olsen, president of JEA, said when the Board tabled this item there was some consternation amongst employees sitting by her at that time who asked questions such as, “What is the Board doing?” “Where is Mr. Larsen going?” “Why isn’t he staying?” They asked these questions because they were concerned. Ms. Olsen stated that JEA has full confidence in Mr. Larsen and they love working with him. They find him to be trustworthy and asked the Board to never let him leave. She said JEA is pleased that his contract will continue.

Mr. Van Komen stated that this contract is for a term of two years, effective now through March 1, 2019.

**MOTION:** It was moved by Marilyn Richards and seconded by Jen Atwood to approve the contract for John Larsen, business administrator, with the pay increase retroactive to the prior month. Motion passed with a unanimous vote.

**MOTION:** At 6:45 p.m., it was moved by Bryce Dunford and seconded by Marilyn Richards to adjourn the meeting. Motion passed with a unanimous vote.

JL/jc
Attachments

[Minutes approved 2-28-17]