The Board of Education of Jordan School District met in study and closed sessions and a special Board meeting on Tuesday, April 4, 2017, beginning at 4:03 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
- Tracy J. Miller, Board Member
- Marilyn Richards, Board Member
- Darrell Robinson, Board Member
- Patrice A. Johnson, Superintendent of Schools
- John Larsen, Business Administrator
- Paul Van Komen, Burbidge & White
- Michael Anderson, Administrator of Schools
- Jill Durrant, Administrator of Schools
- Laura Finlinson, Administrator of Curriculum and Staff Development
- June M. LeMaster, Administrator of Human Resources
- Brad Sorensen, Administrator of Schools
- Scott Thomas, Administrator of Auxiliary Services
- Teri Timpson, Administrator of Schools
- Cheryl Matson, Director of Insurance
- Jeri Clayton, Administrative Assistant
- Robert Conder, AV Maintenance
- Vicki Olsen, President, Jordan Education Association
- Debbie Brown
- Tony Romanello
- Mike Glenn
- Elma Scheid
- Erric Hammond, Moreton & Company
- Alex Gloeckner, Moreton & Company
- Julie Acocks, Moreton & Company
- Bonnie Brennan, Moreton & Company

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

A. Insurance Advisory Committee Report

Mr. John Larsen, business administrator, said the Board requested a more in-depth presentation this year from the District Insurance Advisory Committee and invited Mrs. Matson, director of Insurance, to lead the discussion. Also in attendance were members of the Insurance Committee and representatives of Moreton & Company, the District’s insurance advisors.

Mrs. Matson reviewed the process the Committee uses each year to prepare a recommendation regarding employee health insurance premiums. This includes reviewing medical and pharmacy claims, funding projections, and developing a recommendation. Mrs. Matson presented the Committee’s recommendation for the 2017-18 plan which is to raise premiums three percent for the traditional plan and 1.8 percent for Value and Qualified High Deductible Plans. They also recommended excluding lifestyle drugs (e.g. Viagra, Cialis) from all plans.
Mr. Alex Gloeckner, vice president of Moreton & Company, reviewed the responsibilities Moreton & Company has as the District’s insurance advisor which include maximizing the insurance dollars spent and protecting the District through compliance efforts and concerns. He provided Board members with a monthly plan projection/underwriting worksheet and explained that each month medical and pharmacy expenditure data is tracked. He reported that medical inflation trends specific to Jordan District are calculated year-to-year as well and this information along with the worksheet provides the basis for determining recommended premiums for each insurance year.

Board members discussed the District’s Internal Service fund balance. Mr. Young made comparisons of the District’s $22.6 million fund balance with other Wasatch Front districts, noting that Jordan’s is considerably higher than any of the other Districts. He asked if other districts’ smaller fund balances place them on the precipice of disaster. Mr. Larsen responded that he didn’t know if they could be classified in this manner but they have taken on a much higher level of risk because the Insurance Fund is the most unpredictable and volatile account. Mr. Larsen also stated that “apples to apples” comparisons with other districts are difficult without understanding how they manage their funds.

Mr. Young stated that Jordan has a culture of keeping large reserves in all funds and the Insurance Fund balance represents premiums paid by employees and taxpayers. He questioned whether an analysis has been made to determine whether this fund balance is at an appropriate level, especially when comparing Jordan’s large balance to other districts’ smaller balances.

Mr. Gloeckner stated that private companies are governed by ARISA and can legally tax shelter or reserve 35 percent of the annual medical spend. He also noted that Jordan’s commitment or liability to its early retirees is significant and the high fund balance offers a level of protection to Jordan that he doesn’t see in other school districts.

Mr. Young stated that Jordan’s reserve is approximately 50 percent of its annual medical spend. Mr. Gloeckner stated that if Jordan were to keep a 35 percent of annual medical spend as a fund balance, he would recommend going 10 percent higher to adjust for the early retiree commitment.

Mr. Young stated that he is not comfortable moving forward with the Insurance Committee’s recommendation for premium increases until a serious look has been taken at fund balances. He added that the Committee views the fund balance as “premium stabilization,” but he sees it from an accounting standpoint as excess reserves. He stated that he feels the Insurance Committee is well-run and they should be commended for the great work they have done. He also said he wished there were a better way to get the information out about how fabulous the District insurance plan is because it seems that a different story is understood by the end-users.

Mr. Gloeckner said the reserve is designed, not for the ebb and flow of health care costs, but for the scenario that if the doors are closed tomorrow, the existing claims can be paid.

Following the discussion, Board members instructed the Insurance Committee to review the Insurance Fund reserve balance and discuss whether it would be better to draw down the reserve fund or raise premiums and to bring the results of this discussion to the Board at the April 25 study session.

**MOTION:** It was moved by Bryce Dunford and seconded by Matthew Young to amend the agenda to add an item to discuss the name chosen for the new elementary school in South Jordan. The motion passed with a unanimous vote.

B. **Discussion About the Name Chosen for the New Elementary School in South Jordan**

Mr. Bryce Dunford said the policy that outlines the process for naming the new school in South Jordan was followed and began with soliciting suggestions for a name. The Board received seven names, two of which were from outside the communities where the new school is located so these names were eliminated. The remaining five names were: Creekside, the name of the Daybreak community in which the school is located; Brookside, the name of a Daybreak park near the school; Split Rock, the name of
the street the school is on; Bingham Creek, named after the creek that runs next to the school; and Golden Fields, named because of the history of the wheat fields that were grown in this area. The community survey included these five school names. He said contrary to popular opinion, there was no pre-conceived determination as to what the name would be and all five were considered legitimate contenders. In the process of gathering public input, Mr. Dunford said he learned two things he had not previously considered. He and Mr. Hansen, the principal of the new school, received numerous emails and phone calls from patrons asking them not to name the school after a Daybreak community. The reasons given were that all students and parents of the new school need to feel ownership and giving the school a Daybreak-specific name may cause those living outside of Daybreak to feel like outsiders, as some have experienced in the past. Mr. Dunford said if even one child is made to feel like an outsider because he doesn't live in a Daybreak community but attends a school with a Daybreak name, then it is better to choose a name that is representative of the whole community and doesn’t cause alienation. He stated that the name Bingham Creek is a very used name, whereas Golden Fields is not and so based on the history of the area, he made the decision to name the new school Golden Fields Elementary School.

Mr. Dunford said following the announcement of the name there was an enormous outcry in the Daybreak Community. Some of the outcry was as a result of a misunderstanding that while public input is sought, the final decision is made by the elected officials. Unfortunately, some in the Daybreak community had the expectation that they were choosing the name and when their choice was not selected it led to an outcry. Another misconception some had is that the name was pre-determined by Mr. Dunford and he stated that this was not the case. He carefully analyzed all the input and decided that the name, Golden Fields, served the best interest of the community. He also noted that no patrons requested to address the Board when the school name was voted on at the March 28, 2017, Board meeting.

Mr. Dunford invited Katie Webb, PTA president of the new school, to address the Board.

Ms. Webb said she is a fourth grade teacher at Eastlake Elementary and also PTA president of the new school and she was asked by the patrons she represents to come before the Board to respectfully request that the Board reconsider the name chosen for this new school. She said while the Daybreak community is very passionate, they can sometimes be overbearing, but they believe that a community that feels they have a voice is a benefit to the school. To the Daybreak community, the school name gives them pride of ownership and when the name that received the most votes wasn’t chosen they felt disenfranchised and undervalued. She said giving the Daybreak community an opportunity to feel they had a voice will pay off in the long run.

Mr. Dunford asked for Board input about whether the school name should be revisited.

Mr. Robinson stated that if the Board is going to revisit the name of this school then his Herriman community would like the same opportunity because while they appreciate the donation by the Bastian family, the donation was a different piece of property than that upon which the new elementary in Herriman has been built and the community thought they would have an opportunity to name this new school.

Board members discussed the need to review the policy and process for naming of new schools. Mrs. Miller said she is happy with the name but she would like the community to have an opportunity to be heard. The remaining six Board members expressed that they are in favor of reviewing the policy and they are also in favor of keeping the name and expressed a hope that the community will embrace the name and the history behind the name as described by Mr. Dunford.

C. Ends Policies and Foundational Information for Student Achievement Strategic Plan

President Voorhies led a discussion about chapters four through six of the book, “Mindset.” She asked Board members for input about how the information might be useful in developing Ends policies and a Student Achievement Strategic Plan.
Mrs. Miller said many speakers at the NSBA conference referred to a growth mindset. She said public education is an industry that believes in a growth mindset and asked the question, “Why would we teach children if we didn’t believe they could grow and learn?” She said this book is a good reminder to move from the fixed mindset to the growth mindset.

Ms. Richards said the book asked a question, “What is success?” She quoted, “Those with a growth mindset found success is doing their best, in learning and improving.” This is not just with students but everyone can work to do their best to learn and improve. She said as a new Board member she is trying move to the growth mindset and do her best to learn and improve and make the best decisions.

Mr. Dunford said mindsets can be compartmentalized and some are changed while others are not. As an example, he said while it is easier to have a growth mindset for achievement, it is easier to have a fixed mindset in relationships. He said the message sent to teachers should not just be that students can improve, but that the teacher’s relationship with students can improve and they can learn to love the ones they don’t.

Mr. Robinson said as he read these chapters he examined where his mindset is and then examined where the District is. He said it takes work to move from what is comfortable which might be a fixed mindset, towards a growth mindset.

Mrs. Atwood said with constant change in a District she questions how anyone could remain in a fixed mindset. She sees this District in a constant change of growth and development and those with a fixed mindset are being left behind.

Superintendent Johnson said it was interesting to listen to the PTA president who was a participant in a PLC that has a growth mindset because in this team they discussed “we.” She said the analogy to sports figures was significant because some have a fixed mindset of “me” and the “team” is a “we,” and teamwork results in “Every Child, Every Day.”

President Voorhies said from her experience being in the classroom for many years there is a tendency to assign a grade to a student and not assume or give them room to grow which can be destructive. She said she hopes that the Board would be expressing the idea to teachers that change is where there is success and all should take the opportunity to make change.

Mr. Robinson suggested the Board utilize a program like GroupMe to allow the community to participate in the conversation about the books the Board is reading. President Voorhies asked for input from other Board members. Mr. Dunford suggested the Innovations in Education Committee look at ways to involve the community in more interaction and to bring this information to the Board.

D. Request for Proximity Variance

Mr. Vic Cardenas, owner of the Mountain View Café, located at the Mountain View Golf Course at 2400 Gardner Lane in West Jordan, requested a proximity variance from the Board to obtain a 3.2 Beer On-Premise Recreational License. The Café is part of a County-owned golf course and is 371 feet within the 600 foot by “typical pedestrian walking pattern” restriction of Westvale Elementary School. He stated that his Café has always had an alcohol license but just recently the DABC decided to measure and found that he is within the proximity restrictions. He said he just found out that the District is the “Local Governing Authority Body” that must issue a letter for him to present to the DABC Commission at tomorrow’s meeting. He apologized for the late notice and said the City of West Jordan granted him a local alcohol license and he thought this was the only approval he needed.

Mr. Van Komen, Board attorney, stated that under current law the District would need to decide whether to grant a variance. Following the discussion, the Board presidency agreed to research this issue and have Mr. Van Komen provide a letter to Mr. Cardenas as quickly as possible.
Mr. Young asked to have a future discussion about putting a policy in place to guide decisions of this nature.

E. **Modified Traditional Schedule**

Mr. Michael Anderson, administrator of schools, said the Board has reviewed survey results from parents and teachers about the modified traditional schedule and the administration has prepared a presentation about how to best communicate accurate information to patrons of schools that may be considered for a transition from traditional or year-round to modified traditional schedule.

Mrs. Teri Timpson provided Board members with a proposed schedule for implementation of a modified traditional calendar. This schedule was used for Bluffdale and Riverside and was implemented over an 18-month period. Board members discussed the importance of having information available to patrons before the decision is made to move a school to a modified traditional calendar.

Mr. Young proposed giving the administration direction to identify schools that might benefit from transitioning to a modified traditional schedule by August or September of 2017 so that the educational and engagement process can begin and these communities are not blind-sighted by a Board decision in January to implement the modified traditional calendar. All Board members supported this proposal.

F. **USBE Transfer Rule Update**

Mr. Brad Sorensen reviewed the ongoing process of revising the language related to the USBE Transfer Rule. He provided Board members with a proposal of the latest language revisions.

G. **Ad Hoc Committee for Reviewing Policy AA433 Student Clubs**

President Voorhies led a discussion about the formation of an ad hoc committee to review policy AA443 *Student Clubs*. Board members Robinson, Dunford, and Richards agreed to serve on the committee. Mr. Brad Sorensen, administrator of schools, was asked to serve and accepted. It was recommended that two high school principals serve and Mr. Mike Kochevar and Mr. James Birch were suggested. It was also suggested including an athletic director and an athletic-related club advisor, to be chosen by Mr. Sorensen.

The purview of the committee will be to develop a subsection to the policy to provide clarity and detail for sports-related clubs. The Committee discussed seeking community input as well and to review the subsection with Mr. Van Komen, Board legal counsel. A committee chair will be determined by the committee.

H. **Discussion on Possible Utah High School Activities Association Lacrosse Sanctioning Vote**

President Voorhies indicated that Ms. Richards, who serves as a member of the UHSSA Executive Board, will be meeting with the Board in a discussion about possible future sanctioning of lacrosse as a high school activity.

Ms. Richards stated that this discussion will take place on Thursday, April 6, 2017, and the earliest possible date that a vote may be taken is May 4, 2017.

President Voorhies invited Board members to provide questions related to the sanctioning of lacrosse to Ms. Richards in preparation for the April 6 meeting.

Mr. Young stated that Board members should discuss whether they want to give Ms. Richards direction about how to vote when this matter comes up for a vote. Board members agreed but stated that more information is needed prior to doing so.

I. **Parent University Update**
President Voorhies said the next scheduled Parent University will be held Thursday, April 20, 2017, at 7:00 p.m. at Riverton High School and Mr. Greg Hudnall, a State expert on suicide prevention, has been invited to make a presentation. She indicated that the meeting will last about one hour.

President Voorhies also stated that she spoke with Mr. Robinson about how to interface the Parent University Committee with the School Community Council Committee. It was his suggestion to have the Parent University Committee become a subcommittee of the School Community Council Committee and that Mrs. Miller, a member of the School Community Council Committee, also serve as a member of the Parent University Committee so she can provide the interface between the two Committees. Mrs. Miller agreed to accept this assignment.

J. Board Professional Development

Board members discussed Chapter One of the USBA publication, Coming to Order. The topic of this Chapter is “The Importance of Good Meetings.”

K. Policy Governance Review

1. GP 115 Policy Development

   Board members reviewed policy GP 115 and had no recommended changes.

2. GP 116 Cost of Governance

   Mr. Young reminded Board members that the decision was made to cease participation in the National Federation of Urban and Suburban School Districts (NFUSSD) and to use the money for other Board professional development. A recommendation was made to have the Finance Committee explore setting up a stipend for individual Board members to use for personal professional development.

3. GP 117 Travel and Other Board Expenses

   The suggestion was made to remove the reference to NFUSSD in paragraph five.

4. GP 118 Vacancies on the Board

   Mr. Van Komen, Board legal counsel, noted that changes were made to policy GP 118 to address HB 119, Susan Pulsipher’s bill about mid-term school board vacancies. Ms. Richards expressed concern about a December resignation because newly elected members would not be able to vote.

5. GP 119 Legal Counsel to the Board

   Board members reviewed policy GP 119 and had no recommended changes.

L. Board Committee Reports

1. District/Community Council Board Advisory Committee

   Mr. Robinson said he had nothing to report.

2. Facilities Board Advisory Committee

   Mrs. Atwood said meetings are continuing with the Daybreak Community with the next one scheduled for Thursday, April 6, 2017.
3. **District Finance and Audit Board Advisory Committee**

   Mr. Dunford said the Finance Committee has a meeting scheduled for Thursday and he had nothing else to report at this time.

4. **Legislative/Community Relations Board Advisory Committee**

   Mrs. Miller said she had nothing to report.

5. **Innovations in Education Board Advisory Committee**

   Mr. Young reported that Innovations Committee members met with the board of RSL Academy High School and received a good progress report from them. They are moving forward and have great partners and they are optimistic that the school will be ready to open in the fall of this year. They are also working to staff the school and are getting quite a few teachers from out of state that are interested in teaching at this school; however they are struggling to find a math teacher. Mr. Young said there is a STEM night on Thursday, April 6, at Rio Tinto and since he will be unable to attend, he invited another interested Board member to attend in his place.

6. **Utah High School Activities Association**

   Ms. Richards said she had nothing to report about UHSAA, but she did want to report on her attendance at the USBE regional meeting. She said they provided information about the Leadership Academy that will be held September 14-16, 2017, and indicated that this is an excellent conference.

7. **Other**

   President Voorhies reported that tomorrow evening, JEA will have two presentations for members of the association about the negotiated agreement and teachers will be voting to ratify. She invited discussion about how to provide this information to non-Association teachers. It was decided to have Mrs. Atwood pre-record a video presentation and have the video available on the website within one-half hour of the time JEA members receive the information. Board members continued the details of this discussion during closed session.

**MOTION:** At 9:17 p.m., it was moved by Matthew Young and seconded by Marilyn Richards to go into closed session. The motion passed with a unanimous vote.

**CLOSED 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
   Tracy J. Miller, Board Member
   Marilyn Richards, Board Member
   Darrell Robinson, Board Member
   Patrice A. Johnson, Superintendent of Schools
   John Larsen, Business Administrator
   Paul Van Komen, Burbidge & White

President Voorhies presided and conducted. The Board of Education met in a closed session to discuss negotiations. The closed session discussion was recorded and archived.
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**MOTION:** At 9:57 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

[Minutes approved 4-25-17]