The Board of Education of Jordan School District met in study and closed sessions and a special Board meeting on Tuesday, May 9, 2017, beginning at 4:07 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
- Anthony A. Godfrey, Associate Superintendent
- 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
- Clyde Mason, Director, Evaluation, Research and Accountability
- Ben Jameson, Principal, South Hills Middle School
- Shelley Nordick, ESEA, Grants Management, Media Specialist
- G. Norma Villar, Consultant, Student Intervention Services
- Paul Bergera, Staff Assistant, Auxiliary Services
- Jeri Clayton, Administrative Assistant
- Robert Conder, AV Maintenance
- Brendan Nielson, AV Maintenance
- Vicki Olsen, President, Jordan Education Association
- Debbie Brown
- Dawn Ramsey, Director, Region VI PTA
- Chris McConnehey, Councilman, City of West Jordan
- Bret Wood, City Manager, Herriman City
- Heather Upshaw, Sr. Economic Development Analyst, Herriman City
- Mark Reid, City Manager, Bluffdale City

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

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

President Voorhies led a discussion about the final two chapters of the book “Mindset” by Carol Dweck, Ph.D. She invited discussion about the chapters and specifically about the section on a growth mindset of teachers and the impact on student achievement. Board members each shared insights about the book.

President Voorhies reminded Board members that reading this book fulfills one of the requirements of the Master Boards Award and invited them to register on the USBA website and check off this requirement. President Voorhies recommended the Board begin the next book study in September.
Board members agreed. Mrs. Atwood, Board secretary, said she would check the Board's book list and let them know the title of the next book.

B. **School Grading Discussion**

Mr. Clyde Mason continued the discussion regarding Utah’s School Accountability law and provided information not covered in his previous presentation. He reviewed specifics about the current School Grading Act and how school grades will be determined in 2017. He reviewed S.B. 149 passed in 2016, its 65 percent rule, and the impact to Jordan District’s 2016 school grades, and he reviewed S.B. 220 passed in 2017.

Mr. Mason was asked when the school grades would be available for the current year and he responded that they would be out sometime in August. Mr. Young suggested that the Board prepare a public statement before the results are received so the community understands where school grades fits within the Jordan District world. Mrs. Voorhies suggested this topic be added to the Board’s full day session in August.

Mr. Mason was asked to provide a copy of his presentation to Board members so they would have this information available to them.

C. **City of West Jordan Arts Facility**

Mr. Chris McConnehey, member of the city council for the City of West Jordan, addressed the Board to solicit their support for the City’s planned cultural arts facility. He explained the site choice, building design, and financing. Mr. McConnehey asked Board members to provide a letter of support for this project to include with the City’s application materials to the County. He indicated that there was no expectation of financial participation by the District.

Board members discussed providing this letter of support and were in favor of doing so; however, they agreed the letter should include Mr. Young’s suggestion that a statement be included that the District was not committing financial resources towards the building of the cultural arts facility.

D. **Discussion on Herriman City CDA Proposal**

Mr. Bryce Dunford explained the CDA proposal being sought by Herriman City. He indicated that while the terms were not as good as the Finance Committee would like them to have been, they are recommending the Board move forward with approval of this project for three reasons: 1) The developer has worked well with Jordan District and is currently working on the Bastian property, 2) Herriman City has just two CDA projects and it is in the best interest of the District to team with the cities when possible, and 3) Herriman City has proposed a return percentage which is higher than most other CDA projects.

Mr. Young expressed his support for this project and explained that Herriman City is in the early stages of commercial development and the proposal meets enough of the District’s criteria, which includes caps that limit the District’s exposure, and he believes that while under normal circumstances this may not be an ideal CDA for the District, he wants to be supportive of Herriman City.

**MOTION:** It was moved by Bryce Dunford and seconded by Matt Young to instruct Mr. Larsen, business administrator, and Mr. Van Komen, Board attorney, to move forward in working with Herriman City on this CDA project. The motion passed with a unanimous vote.

Mr. Bret Wood, City Manager, and Ms. Heather Upshaw, Sr. Economic Development Analyst, both for Herriman City, were in attendance and expressed appreciation to the District for their support. Mr. Wood explained several past instances where the City was willing to provide assistance and property cost savings to the District.
Mr. Young noted that formal approval will be given in an upcoming regular Board meeting.

E. **Report on Location and Opening Options for New Middle School**

Dr. Anthony Godfrey, associate superintendent, presented two options for locating the new middle school in Herriman or Bluffdale. He presented enrollment projections based on a boundary scenario, noting for the record that these are not boundary recommendations. He also reviewed transportation needs and road construction projects. He noted that the middle school site in Herriman is close to another middle school, while the Bluffdale site is in an area of potential growth and there are roads that will need to be completed to access the school.

Mr. Young stated that for the design work to begin, a location will need to be selected. In response to a question Mr. Young asked of Mrs. Atwood, chair of the Facilities Committee, she said it is the recommendation of the Facilities Committee to place the middle school in Bluffdale and to begin construction one year earlier which would put the opening date as fall 2020. She added that the District needs to become a presence in Bluffdale and to provide a school for its increasing population.

Ms. Richards expressed her support for locating the new middle school in Bluffdale and stated that the Bluffdale students have been bused for years and it is their turn to have a new middle school.

Mr. Robinson expressed his displeasure with building the new school in Bluffdale and stated that this is the last piece of the bond money and how it is spent will make a difference in future bonding. He said schools are built for two reasons, overcrowding and for future potential, and that overcrowding should be addressed first. He indicated that three District middle schools are overcrowded, two of which are in Herriman, and said the two options are to build a new middle school in an area of overcrowding or build it in “the middle of nowhere.” He said the Bluffdale site is currently difficult to get to and roads may or may not be improved or completed before the opening date. The Herriman middle school site is located across the street from the new high school under construction in Herriman and someone he knows suggested it should be named “Riverbluffman” because it is located at the common corner of three cities. He said it is an 8.5 mile drive on the current roads to go from the Bluffdale location to the new high school and to Riverton it is 6.5 miles and putting the new middle school in Bluffdale will disturb many communities. He said Mayor Freeman suggested doing what is least disruptive to the community and he personally believes that building it in Herriman is least disruptive.

Mr. Young acknowledged that he represents 95 percent of the Bluffdale area and said his comments can be taken for what they are worth. He said he appreciates the level of collaboration that has gone on between Bluffdale City leaders and Jordan District officials for the past eight months to have this property as an option for a new middle school. Mr. Young said he has always been uncomfortable with the proximity of the middle school property in Herriman to South Hills Middle and added that South Hills Middle and Oquirrh Middle are operating at about 1,000 students and yet have building capacities of just under 1,500 students and just over 1,500 students, respectively. He stated that he doesn’t believe the District is utilizing the resources the community has provided and to build a $34 million middle school within a “stone’s throw” of a middle school that is under-utilized demonstrates more disregard for the public dollar than having a long-term vision and utilizing all of the resources at the District’s disposal. He stated that it has been said that “both middle schools will be built anyway” and he is uncertain if that is the case and would hate to build one in Herriman that can accommodate existing students while knowing that the other one will be needed. He said he understands the concerns expressed about 14600 South. He has spoken with Bluffdale officials, including Mayor Timothy, and the projection is to have Porter Rockwell Blvd. completed by the time the new middle school opens. Mr. Young added that since his first visit to the Bluffdale property there has been a lot of home construction. There will be continued growth in the Bluffdale area and the new middle school will allow the District to accommodate that growth well into the future. He stated he is strongly in favor of building the new middle school in the Bluffdale community and doing so will allow the Board to invest in this community and provide all Jordan District students with high-quality schools.
Mr. Mark Reid, Bluffdale City manager, said City officials have met with the Transportation Commission and the commitment was made in the last meeting to build a bridge across the Jordan River so Porter Rockwell will link Mountain View Corridor and I-15 in that area. He stated that the city of Bluffdale inherited the state road that is now 14600 South in order to get the $50 million bridge over the river. He addressed the traffic problems on 14600 South and stated that a light was installed at the trestle which has improved traffic flow. He also stated that the estimate to fix the bridge on 14600 South is $5.5 million and one of the challenges has been working with Union Pacific; however, the City is continuing to work with them. Mr. Reid said when the bridge is completed the City will have a large sum of money released to them and the first priority will be to fix the train bridge on 14600 South. He also indicated that in the area where the middle school will be built there are 661 homes being constructed which are within walking distance and there are about 2,500 existing homes within walking distance.

**MOTION:** It was moved by Matthew Young and seconded by Marilyn Richards to instruct staff to move forward with plans to construct the new middle school on the Bluffdale property.

Mr. Robinson expressed that he believes building the school in Bluffdale will make it difficult for the District to bond in the future and he will vote against it.

Mr. Young stated that his vision is 180 degrees opposite of Mr. Robinson and he sees building the school in Bluffdale as a positive move. The Board is utilizing the resources at its disposal and looking at the long-term needs of the District, not just the short-term, and that the Board is being wise stewards of the tax dollars.

**Vote on the Motion**
President Voorhies called for a vote on the motion to construct the new middle school on the Bluffdale property. The motion passed with a vote of five to two. Mr. Robinson and Mr. Dunford cast the dissenting votes.

President Voorhies called for a motion about moving the completion date of the new middle school from the 2021-22 school year to the 2020-21 school year.

**MOTION:** It was moved by Marilyn Richards and seconded by Jen Atwood to instruct staff to move the completion date for the new middle school in Bluffdale up one year and open the new middle school for the 2020-21 school year.

Mr. Young asked Mr. Thomas, administrator of Auxiliary Services, about the impact to the Facilities Services personnel if the completion date is moved up one year. Mr. Thomas responded that the team has discussed this move to one year earlier at great length and feels confident that they can get the school completed; however, it will be important to start the design process immediately so it is ready to bid in January or February at the latest.

Mr. Young asked Mr. Larsen, business administrator, if moving the completion date up one year causes any concern with the bond draw-down schedule. Mr. Larsen said it increases the debt payment and the $16.80 may be harder to achieve; however, because the assessed valuation is unknown at this point the Board may still achieve this level.

Mrs. Atwood expressed concern with waiting the extra year to bid the school because of the pressure of multiple large State construction projects coming in future years. She asked Mr. Thomas to review those. Mr. Thomas said two large projects, the new prison and an airport remodel will take a lot of the workforce and noted that there are other districts that have bonded for large projects as well. Mrs. Atwood said this was a major consideration of the Facilities Committee for recommending moving the timeline up one year, and it was also to keep construction costs down and to help families with a smoother transition.

Mr. Dunford stated that a delay in timing may work out best for having the roads and bridges in place which will make it possible to get students to the new middle school.
Mrs. Miller asked what effect delaying the opening will have on boundary changes. Dr. Godfrey, associate superintendent, stated that the boundary change process could be done at the same time, but it would not be possible to implement the changes in the same year if the school opens a year later.

**SUBSTITUTE MOTION**

It was moved by Darrell Robinson and seconded by Bryce Dunford to leave the construction schedule as is and to open the new middle school for the 2021-22 school year.

Mrs. Atwood cautioned that not moving it up may significantly increase the costs for construction and this year the Board has witnessed the impact of competition in the construction market.

Mr. Robinson stated that he believes the opening date should not be moved up in order to allow more time for Bluffdale to complete the road construction. Mr. Dunford agreed.

Mr. Young said Mr. Robinson’s concern is valid and asked for Mr. Thomas’ input about infrastructure. Mr. Thomas said the best information they have received to date is that the road connecting the Day Ranch development and upper Independence is currently under construction and he is confident that it will be competed. In regards to Porter Rockwell Blvd., he expressed confidence from his interactions with Bluffdale City officials that Porter Rockwell will be completed by 2020-21; however, if the completion was not concurrent with the school opening there would be some transportation challenges.

**Vote on the Substitute Motion**

President Voorhies called for a vote on the substitute motion to leave the construction schedule as is and open the new middle school for the 2021-22 school year. The motion failed with a vote of four to three as follows:

- Janice L. Voorhies: No
- Matthew Young: No
- Jen Atwood: No
- Bryce Dunford: Yes
- Tracy J. Miller: Yes
- Marilyn Richards: No
- Darrell Robinson: Yes

**Vote on the Original Motion**

President Voorhies called for a vote on the original motion to open the new school for the 2020-21 school year. The motion passed with a vote of four to three as follows:

- Janice L. Voorhies: Yes
- Matthew Young: Yes
- Jen Atwood: Yes
- Bryce Dunford: No
- Tracy J. Miller: No
- Marilyn Richards: Yes
- Darrell Robinson: No

Mr. Thomas asked for direction to bring a school design prototype recommendation to the Board for approval at the next study session. Board members agreed and asked to have Mr. Young and Mr. Robinson, since they represent the patrons in the Bluffdale area, involved with the Facilities Committee in the design selection.

**F. Bullying Policies**

Ms. G. Norma Villar, consultant for Student Intervention Services, provided Board members with information about anti-bullying programs used in each of the District’s schools. These include cyber-
bullying, hazing, and harassment. At the elementary level the focus is on prevention. At the secondary level the focus is intervention. Ms. Villar stated that a Prevention Dimension program has been implemented and a full-day seminar is provided to those teachers wishing to participate but it is not mandatory. She said training for this program has been done in conjunction with Granite, Murray, and Salt Lake School Districts and was provided by USBE, but in the coming year districts have been asked to do the training. Ms. Villar said District policies related to bullying are being updated and these will come to the Board in the near future.

It was recommended having an anti-bullying presentation as a topic for an upcoming Parent University.

G. Discussion on County-wide Equalization

Mr. Bryce Dunford explained a problem associated with the District receiving funds from the County-wide Equalization law. In 2009, Jordan and Canyons were each required to hold a truth-in-taxation hearing as a result of the District-split and at that time the tax base of Canyons was more than the tax base of Jordan so the legislature passed a county-wide equalization bill that transferred tax funds from other districts to Jordan. This has amounted to approximately $9 million each year. Because this program is now ending and the funds will no longer be received, the District's tax rate would need to increase to make up the difference. When this was pointed out to legislators, the law was changed in 2015 to allow the District to return to the funding level set at the 2009 truth-in-taxation hearing; however, doing so will require a tax increase to patrons to make up the difference. Mr. Dunford noted that this year the amount to make up the difference is not $9 million, but $479,000. Mrs. Miller clarified that this amount may increase each year and the District can access the money this year without having to go through truth-in-taxation, whereas if it is accessed in future years the District will have to go through truth-in-taxation.

Board members discussed the ramifications and perceptions of taking the increase or not taking the increase.

**MOTION:** It was moved by Matthew Young and seconded by Jen Atwood to direct staff to not take the increase and to notify the State Tax Commission that the District will not take the additional revenues. The motion passed with a unanimous vote.

Board members discussed how this information should be disseminated to the public.

**MOTION:** It was moved by Matthew Young and seconded by Jen Atwood to direct the Finance Committee to work with staff in creating a video message to be delivered to the public via the Fun Fact Friday on the District’s website, and other means. The motion passed with a unanimous vote.

H. Summer Parades

Mrs. Jen Atwood, Board secretary, led a discussion about city celebrations planned for the coming summer months and the opportunity for Board members to participate in city parades. She provided parade dates and indicated that specific information will be provided as it becomes available.

I. Discussion Regarding Board Retreat

President Voorhies invited discussion about holding a full-day work session sometime in August which allows Board members time for more in-depth discussions. She indicated that agenda items could include a Board self-evaluation and the connection between Ends policies and schools.

Board members agreed to review their individual calendars and provide President Voorhies with available dates for this session. It was suggested changing the name “retreat” to something more descriptive.

J. Board Professional Development
Board members discussed chapter three of the USBA publication, *Coming to Order*. The topic of this Chapter is “Legal Requirements for Meetings.”

K. **Policy Governance Review**

Mr. Young, Board vice president, suggested the Board review the meaning of Executive Limitations (EL) policies. Superintendent Johnson said these policies are worded in the reverse, meaning instead of stating what Board members should be doing, it states what they are limited to doing or what they can’t do.

1. **EL 300 Global Executive Constraint**

   Board members had no recommended changes to this policy.

2. **EL 301 Treatment of Students and Their Families**

   Board members recommended changes to this policy which included adding privacy protections and defining that personal conduct should reflect the dignity of the office. It was also discussed whether to eliminate section C. Board members asked the administration to craft language suggestions.

3. **EL 302 Treatment of Staff**

   Mr. Young questioned the intent of the language in item C. Mr. Dunford suggested adding “and expectations” after “clarify procedures” in item A. Board members requested this change be made to the policy.

L. **Board Committee Reports**

1. **District/Community Council Board Advisory Committee**

   Mr. Robinson reported that Committee members met electronically through Adobe Connect which was convenient. He said the Committee has some dates in mind for the next Parent University and will release these in the near future. He said Mrs. Miller suggested that criteria be developed for approving State LAND Trust Plans to assist Board members as they review these and noted that the Committee will review this in future meetings. Mrs. Miller added that the intent is not to micromanage School Community Councils, but to list general criteria Board members should be looking for that meet the legal requirements. Mr. Robinson proposed that the Committee move forward with a Safety First campaign in conjunction with School Community Councils, School Safety Committees, and the PTA, and that his Committee be the link or bridge between these groups.

   Mr. Young asked Mr. Robinson to present the Committee’s recommendations to Board members when they have finalized a plan for this Safety First campaign.

2. **Facilities Board Advisory Committee**

   Mrs. Atwood reported that the Facilities Committee continues to work with South Jordan City on school locations in Daybreak.

3. **District Finance and Audit Board Advisory Committee**

   Mr. Dunford said he had nothing new to report.

4. **Legislative/Community Relations Board Advisory Committee**
Mrs. Miller reported that the Legislative Committee met and reviewed the purpose for the Committee and responsibilities of the chair which includes keeping track of upcoming legislation, communicating with legislators about matters affecting Jordan District, developing legislative priorities in the fall in preparation for the upcoming legislative session, and communication with city officials when needed. She said the Committee met with Representative Pulsipher and discussed reports and requirements the legislature might be asking for and if there are laws about programs that cost more than they are worth. Mrs. Miller said some great ideas were shared and Mr. Larsen was particularly helpful in this regard.

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

Mr. Young said the Innovations Committee met this afternoon and wants to propose to the Board that they not consider any schools for chartering in the 2018-19 school year and to consider the next charter school to begin in the 2019-20 school year. He asked for direction from the Board about whether they were comfortable with that proposal or if anyone felt strongly that the date should be moved up. Board members agreed to Mr. Young’s proposal. Mr. Young indicated that the Innovations Committee will begin working in March of 2018 on a process for evaluation of future charter school requests. Mr. Young said Committee members also discussed the scope of the Committee, a definition of what “innovation” means for Jordan District, what they will be looking to do, and he indicated that this information will be brought back to the Board. Mr. Young said he and Mr. Robinson toured the new Real Salt Lake High School and construction is not as far along as what has come to be expected in Jordan school construction, but they are confident that they will meet the deadline. He reported that Real has all employee positions filled except a math teacher and they have about one-third of the desired enrollment.

6. **Utah High School Activities Association**

Ms. Richards attended the UHSAA Board of Trustees meeting and one of the items discussed was sanctioning lacrosse. She said she spoke to this issue and asked rural districts to keep an open mind about the discussion. When the vote was taken there were only about five members that didn’t vote “yes.” She said lacrosse has been sanctioned to begin with the 2019-20 school year. Ms. Richards also stated that because of the new law, the number of members of the Board of Trustees had to be reduced from 32 to 15. Elections were held and she was voted to remain a member of the Board of Trustees and she will have responsibility for four regions rather than one. She said while she will be busy, she is excited for this opportunity and enjoys working with high school principals and athletic programs. She also indicated that the Board of Trustees tried to insure that of the remaining 15 members, there is good representation for all districts; however, there is the fear that with fewer members having to represent more areas, some of the needs may not be met, but they will do their best.

At 8:30 p.m., the meeting adjourned. 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 J. Miller, 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
President Voorhies presided and conducted. She welcomed those present.

I. Special Business
   
   A. Recommendation for Final Approval on 2017-18 LAND Trust Plans

   Mr. Michael Anderson, administrator of schools, said each school has submitted online a 2017-18 School LAND Trust Plan and also compiled signature pages. He said the Board has had an opportunity to review the Plans and he recommended the Board take the next action which is to approve the Plans.

   Mrs. Miller indicated that there are a few school plans which she rejected, one of which has been corrected, and two others which were returned to the schools for clarification. She added that overall she is impressed with the Plans and that Jordan does a good job in administering the School LAND Trust program. She made the suggestion that more training about developing Plans be conducted in the fall with School Community Councils.

   In response to a question from Mr. Dunford, Mrs. Miller stated that last year about $48 million was distributed, and with the passage of Constitutional Amendment B, the State will distribute about $65 million this year and possibly the year after. Mr. Anderson added that there is $2.2 billion in principle amount that generates the funds.

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

   MOTION: It was moved by Tracy J. Miller and seconded by Marilyn Richards to give final approval on 2017-18 LAND Trust Plans for all schools except Copper Mountain Middle School and Herriman High School. The motion passed with a unanimous vote.

   Mr. Anderson indicated that if the issues related to the Plans for these two schools can be cleared up quickly, then the Board can approve these at the May 23, 2017 Board meeting and funding hopefully won’t be delayed.

   At 8:40 p.m., the meeting adjourned.

   MOTION: At 8:43 p.m., it was moved by Bryce Dunford and seconded by Marilyn Richards to go into closed session. 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
President Voorhies presided and conducted. The Board of Education met in a closed session to discuss personnel, property, and negotiations. The closed session discussion was recorded and archived.

At 10:30 p.m., the meeting adjourned. The Board returned to study session.

STUDY SESSION, Continued

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
  Anthony A. Godfrey, Associate Superintendent
  John Larsen, Business Administrator
  Paul Van Komen, Burbidge & White
  June M. LeMaster, Administrator of Human Resources
  Vicki Olsen, President, Jordan Education Association

President Voorhies presided and conducted. The Board of Education continued its study session to discuss the following:

M. Clarification of Licensed Employee Salary Schedule Options

President Voorhies called for a motion to clarify the licensed employee salary schedule options.

**MOTION:** It was moved by Matthew Young and seconded by Bryce Dunford to direct staff to prepare a letter to go out to all licensed educators indicating the following information: That all teachers will have the option to stay on the old schedule, that the one-step increase will be honored for those teachers not already on the highest step, that restored steps will be granted at time of transition to the new schedule, that lanes will be honored, that the $2,400 National Board Certified incentive be honored on both schedules, that a statement declaring that COLA will be negotiated for both schedules in future negotiations, and that once an individual chooses the new schedule they must remain on the new schedule. He further directed staff to have a strong opening statement that declares the Board of Education is committed to insuring that all licensed educator’s lifetime earnings are improved with the new schedule and a description of the process to insure that this will be resolved within the next academic year. The motion passed with a unanimous vote.

Mr. Dunford, at the time he stated his “second” to the motion, added an amendment that the one-step increase is for those teachers not already on the highest step. Mr. Young agreed to the amendment and it was added to the original motion.

**MOTION:** At 10:34 p.m., it was moved by Bryce Dunford and seconded by Jen Atwood to adjourn the meeting. The motion passed with a unanimous vote.

JL/jc