The Board of Education of Jordan School District met in study, special, and closed sessions on Tuesday, April 14, 2015, beginning at 4:06 p.m. in the District Auxiliary Services Building, 7905 South Redwood Road, West Jordan, Utah.

**STUDY SESSION**

Those recognized or signed-in as present:
- Susan K. Pulsipher, Board President
- Janice L. Voorhies, Board Vice President
- Kayleen Whitelock, Board Secretary
- Jen Atwood, Board Member
- J. Lynn Crane, Board Member
- Richard S. Osborn, Board Member
- Matthew Young, Board Member
- Patrice A. Johnson, Superintendent of Schools
- John Larsen, Business Administrator
- Michael Anderson, Administrator of Schools
- Laura Finlinson, Administrator of Curriculum and Staff Development
- Anthony A. Godfrey, Administrator of Schools
- June M. LeMaster, Administrator of Human Resources
- Brad Sorensen, Administrator of Schools
- Scott Thomas, Administrator of Auxiliary Services
- Teri Timpson, Administrator of Schools
- Paul Van Komen, Burbidge & White
- Luann Leavitt, Consultant, Planning and Student Services
- Shelley Nordick, ESEA, Grants Management, Media Specialist
- Jeri Clayton, Administrative Assistant
- Jennifer Boehme, President, Jordan Education Association
- Carmen Freeman, Mayor, Herriman City
- Kim Coleman, District 42, House of Representatives
- Erin Preston
- Vicki Olsen

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

**A. Ends Policies and Student Achievement**

Board members discussed development of Ends policies and a Strategic Plan. They discussed the importance of involving the stakeholders in the process to encourage buy-in and discussed incorporating the governor’s Five-Year Plan into the Board’s Strategic Plan when it becomes available. Board members made a request of the administration to provide them with demographic and academic data by school and feeder system by the end of April. They also discussed the *What Counts* program developed by Mossi White to obtain community input and buy-in and will contact Ms. White to invite her to address the Board in May for the purpose of helping them put a communication plan in place. Board members discussed a timeline for development of the Strategic Plan with the execution of the Plan estimated to begin in January 2016.

**B. Policy Governance Review: GP115 Policy Development**

President Pulsipher discussed the Board’s responsibility as a policy making body and the expectations for making policy changes. Superintendent Johnson explained the process for updating policies which
includes a review by the administration and Board of Education. Board members reviewed policy GP115 and recommended language changes.

C. Discussion with Representative Kim Coleman

Ms. Kim Coleman, Utah State House of Representatives District 42, said her purpose for meeting with the Board was to introduce herself and to get Board member input regarding the recent legislative session and recommendations for upcoming sessions.

Mrs. Whitelock expressed a concern about the legislature making constant changes to testing requirements which is difficult for teachers and students. She asked for the legislature to look at a long-term education plan and to stick to it to avoid constant change.

Mrs. Atwood expressed the same concerns as Mrs. Whitelock about constant changes made by the legislature to education requirements. She said it would be less frustrating and disruptive for teachers, students, and parents, if they knew the expectations were not going to change.

Mr. Crane expressed appreciation for the efforts of the legislature and what seems to be an increased commitment to education, particularly in guarding against unfunded mandates and making decisions that have unforeseen rippling effects for education. He said he felt this past session was good for education and he hopes that this is the beginning of more support for education.

Mrs. Pulsipher explained that the Board is in the process of developing Ends policies that define the direction the District wants to go and once those are established, there may be funding requests or possible legislation that the Board may enlist Representative Coleman’s help. She said this would be a great way for her to team with Jordan District.

Mrs. Voorhies said she has been watching education for a long time in this state and would like to see the legislature take a broader philosophic view of the way they look at education. There are many bills created by individual legislators trying to address problems they see, but solving one problem hurts another person in another district. She said it would be beneficial to education if the legislature took a broader view. Mrs. Voorhies said she was happy to hear Representative Coleman state at a recent Town Hall meeting that she was opposed to the legislature becoming a super school board and expressed her agreement with that statement. She said one of the reasons education is so complex in this state is because with current laws, the average taxpayer can’t understand how their money is being spent in education. Most taxpayers don’t know where the money comes from or where it goes and it needs to be made clear whether it goes to charter schools or public schools. She said it seems that simplification is needed so these questions are more transparent to taxpayers. She also said as she has been following the sessions, asking questions, and discussing where the money goes, she views some of the distribution as illogical.

Mr. Young expressed appreciation for a successful legislative session for Jordan District and education in general and for the efforts of the legislature. He stated, “Obviously there is pushback to you when you make this argument of ‘we need to allow as much of it as possible go to the WPU’ and I’m sure there is some very clear common arguments you hear for that.” He asked what things the District can do to help dispel those arguments. Representative Coleman said she needs help knowing first, if the arguments are valid. She said sometimes education policy is bottom-up in that some of the programs are initiated by a district feeling like the funding won’t go to the right place if it is not legislated. She said it is hard for the legislature to make decisions unless they are hearing from school districts. Mr. Larsen noted that this year, 100 percent of the WPU increase will be going to compensation and benefits which equates to a two percent COLA, steps, lanes, and insurance cost increases. He said when these are added up, it is more than the WPU increase.

Mr. Osborn said he felt this year was one of more cooperation between the District and legislators and more openness between the parties than ever before. He expressed concern about big budget items that the District is not capable of supporting now such as special education/mental health and early
childhood development, and said these programs make a difference, but are costly. He expressed that unfunded mandates are not good and also recommended that the legislature, instead of telling districts what to do, help them to do it and put forth the effort to find out what their communities are saying. He said he hopes to see this relationship with the legislators continue in the coming years.

Representative Coleman stated that charter school funding will be one of the topics studied during the interim committee meetings so that Districts can predict and plan.

D. **Update on Starting and Ending Times for Hayden Peak Elementary School**

Dr. Godfrey reviewed a potential change to the Hayden Peak Elementary School start and end times for the 2015-16 year. He explained that Hayden Peak will be moving from a year-round to traditional calendar and the current start/end times are 8:20 a.m. and 2:55 p.m. (as approved by the Board at the February 24, 2015, Board meeting). He noted a conflict between the 2:55 p.m. end time for Hayden Peak and the 2:50 p.m. end time for West Hills Middle which would result in more traffic in the area and also a conflict for the crossing guards who have worked both schools during the past 10 years. Dr. Godfrey recommended changing the start and end times for Hayden Peak to 8:40 a.m. and 3:15 p.m. He stated that this request was instigated by the City of West Jordan and he was bringing the matter to the Board for input prior to discussing this recommended change with the Hayden Peak School Community Council. Board members expressed support for the change and asked that Dr. Godfrey discuss it with the Council members.

E. **Review of Projected Student Enrollment for 2015-16**

Luann Leavitt, consultant for Planning and Student Services, provided a draft of the Jordan District student population projections for the next seven years which includes build-out figures. She indicated that Davis Demographics and Planning (DDP), a third-party contractor, prepared the report and has vast experience in the area of school population planning. She noted that DDP works with the Salt Lake County Assessor and collaborates with the cities on an ongoing basis. She reviewed the report and the many variables that affect the student population numbers. She indicated that this information can be used to determine the number of schools that will need to be built to house and educate Jordan District students.

Board members requested that Ms. Leavitt provide them with the total number of school-age children living within each school boundary, along with the number attending charters or other schools of choice.

F. **Results of Survey on Magnet Programs**

Shelley Nordick, ESEA, Grants Management, Media Specialist, provided the results of a survey of elementary school parents to assess interest in magnet school programs. She said the survey was available on-line from January 22 through February 4, 2015. A total of 1,883 responses were received which is approximately 10 percent of the households with elementary students. The survey included four questions and one field for public comment. Ms. Nordick summarized the survey by stating that 62 percent of respondents showed interest in magnet school programs with the top three being 1) Math, Science and Technology; 2) Technology – Blended Learning; and 3) Language immersion. She stated that of the 26 comments received, 73 percent were favorable for providing magnet programs. Board members asked to receive a copy of the slide presentation.

G. **Charter School Discussion**

Board members held a review and discussion of the District’s Charter School Philosophy and made recommendations for language changes. They also discussed ways to best communicate this philosophy.

H. **Review of Legislative Committee Process and Board President Responsibilities**
Mrs. Pulsipher led a discussion regarding the Legislative Committee process, noting that it seemed to work very well. Afterwards, it was discussed whether the Board President could speak on behalf of the Board if a quick action or decision were needed. Board members expressed their individual opinions. It was expressed that any action by a Board member should be conducive to the opinion of the majority of the Board. If no official Board action is taken, no Board member should speak on behalf of the Board, but individual Board members may express personal thoughts and opinions.

I. **Board Outreach to Employees**

Board members discussed ways in which to reach out to employees and build relationships with them.

J. **Discussion on Employee Pay Transition for Year-round to Traditional Calendar Changes**

John Larsen, business administrator, said the Transition Committee met again for further discussion about the proposal. He asked for clarification on two matters so he could provide correct information to the schools. He said it is his understanding that it is the Board’s intent to transition employee pay schedules to a traditional schedule and that they are interested in protecting employees where possible while accomplishing that transition; however, a decision has been postponed for six months.

Mrs. Whitelock said it would be her suggestion to allow all those that want to transition to do so, but since there have always been two pay schedules, then those that want to stay on a year-round pay schedule may do so with the knowledge that should the school go to a traditional schedule, then they would be required to transition at that time and may not have this five-year window.

Mr. Larsen said the challenge is that without a deadline imposed for making the transition, the matter would be an open-ended issue. Mrs. Whitelock said she would think most employees would look at their options and make a decision knowing that by waiting, if their school goes to traditional several years down the road, then they would have to transition at that time. Mrs. Pulsipher added that at the least, the employees will feel that they were given a choice and that their concerns were addressed.

Mr. Larsen noted that Ms. Boehme, president of JEA, would be putting together a draft survey for the Transition Committee to review which would solicit feedback and possible solutions from the employees at the 15 schools that would be remaining on the year-round schedule and the bus drivers that are impacted.

K. **Discussion on Budget Proposals for 2015-16**

John Larsen, business administrator, reviewed budget proposals for 2015-16 including employee pay for lanes, steps, and cost of living increases. He reviewed a list of proposed expenditures. Board members discussed the budgeted items for 2015-16 and priorities for funding programs and services. Mr. Larsen said it was important to note that more dollars were going towards employee pay than would be received from the WPU increase. Board members expressed support for Mr. Larsen moving forward with the budgeted items, as discussed.

L. **Board Committee Reports**

1. **Legislative/Community Relations Advisory Committee**

   Mrs. Pulsipher said with the end of the legislative session, she had nothing to report.

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

   Mr. Young said he had nothing to report at this time.

3. **Facilities Board Advisory Committee**
Mrs. Whitelock reported that the Committee is looking at the future of West Jordan Middle School and current seismic needs. She noted that Phase I is complete and her Committee authorized Mr. Thomas to move forward with Phase 2 to research the cost of seismic upgrades. A discussion was held related to liability issues if it is deemed necessary to make code upgrades and the work is not done. Mrs. Whitelock said the committee would be discussing parking lot issues at the next meeting and requested input from Board members.

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

Mrs. Atwood said her committee would be meeting Thursday and had nothing to report at this time.

5. **Other Committee Reports**

Mrs. Pulsipher reported that she was in St. George last weekend to attend a meeting of the Utah School Boards Association Board of Directors. She said a discussion was held regarding working with the legislature. Mrs. Pulsipher said USBA recommended two books, *Who Moved My Cheese?* and *Lessons from the Mouse*. She said she read them and recommended Board members read them as well.

Mr. Osborn expressed appreciation to the Board’s Legislative Committee for the time spent on the Hill and expressed his appreciation to Mr. Anderson.

Mr. Crane said while delivering the Resolution of Appreciation to legislators and mayors, both legislators mentioned how valuable Mr. Anderson was during the legislative sessions and how much they appreciated his contributions.

**M. Overview of the Process for Selecting Principals**

Dr. LeMaster reviewed the administrative hiring process for individuals outside Jordan District and those who are employees of the District. She reviewed the application and screening process for the pool of candidates that are considered when administrative openings occur. A discussion was held about the length of time a candidate remains in the pool.

Mr. Osborn recommended a two-year pool rather than a one-year pool. Dr. LeMaster noted that there are far more candidates than positions that become available each year.

Board members discussed a preference to have the community participate in the process for selecting principals and stated that community buy-in will provide the school with more community support. The Board asked to have additional discussion about this issue in the future.

At 9:03 p.m., the meeting adjourned. The Board convened a special Board meeting.

**SPECIAL BOARD MEETING**

Those recognized or signed-in as present:
Susan K. Pulsipher, Board President
Janice L. Voorhies, Board Vice President
Kayleen Whitelock, Board Secretary
Jen Atwood, Board Member
J. Lynn Crane, Board Member
Richard S. Osborn, Board Member
Matthew Young, Board Member
Patrice A. Johnson, Superintendent of Schools
John Larsen, Business Administrator
Michael Anderson, Administrator of Schools
President Pulsipher presided and conducted. She welcomed those present.

I. **Special Business**

A. **Recommendation to Approve Employee Pay Transition for Year-round to Traditional Calendar Changes**

President Pulsipher stated that the recommendation is to allow the teachers in the 15 schools to select whether they want to transfer this year or wait until the item comes up again.

**Public Comment**

Jennifer Boehme, president of JEA, stated that she was highly frustrated, as were some of the teachers, that the Board took this option away from those employees who were willing to make the transition this coming year as a result of emails the Board received from employees who were not happy about having to make the transition at some point during the next five years. She expressed appreciation to the Board for making this option available to teachers and bus drivers.

**Board Comment**

Mrs. Whitelock expressed appreciation to Mr. Larsen for his willingness to have lots of different things going on to help the teachers feel that the Board is listening.

President Pulsipher said she received a number of expressions of thanks from employees for giving them more options.

**MOTION:** It was moved by Kayleen Whitelock and seconded by Janice L. Voorhies to approve the employee pay transition from year-round to traditional calendar changes for those employees that choose to choose that option. Motion passed with a unanimous vote.

II. **Bid Recommendation**

A. **School or Department**

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<tr>
<td>Young Chevrolet Truck Center</td>
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<td>Two (2) Suburbs</td>
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**Purpose:** To provide transportation for smaller athletic groups or clubs for various school functions.

**Recommendation:** It was recommended placing the orders with the state contract vendor, Young Chevrolet Truck Center.
MOTION: It was moved by Richard S. Osborn and seconded by J. Lynn Crane to approve the bid for two Suburban automobiles, as recommended. Motion passed with a unanimous vote.

At 9:15 p.m., the meeting adjourned.

MOTION: At 9:25 p.m., it was moved by Richard S. Osborn and seconded by Jen Atwood to go into closed session. Motion passed with a unanimous vote.

CLOSED SESSION

Those recognized or signed-in as present:
Susan K. Pulsipher, Board President
Janice L. Voorhies, Board Vice President
Kayleen Whitelock, Board Secretary
Jen Atwood, Board Member
J. Lynn Crane, Board Member
Richard S. Osborn, Board Member
Matthew Young, Board Member
Patrice A. Johnson, Superintendent of Schools
John Larsen, Business Administrator
Scott Thomas, Administrator of Auxiliary Services
Paul Van Komen, Burbidge & White

President Pulsipher presided and conducted. The Board of Education met in a closed session to discuss property and negotiations. The closed session discussion was recorded and archived.

MOTION: At 10:06 p.m., it was moved by Kaylene Whitelock and seconded by Richard S. Osborn to adjourn the meeting. Motion passed with a unanimous vote.

JL/jc

[Minutes approved 4-28-15]