

**CANYONS SCHOOL DISTRICT  
MINUTES OF BOARD OF EDUCATION MEETING  
February 16, 2016**

The Board of Education of Canyons School District met in a study session and business meeting on Tuesday, February 16, 2016 beginning at 5 pm at the Canyons Support Services Building, 9351 S. 300 East, Sandy, UT 84070

Those present were:

Clareen Arnold, Board Member  
Robert Green, Board Member  
Chad Iverson, Board Member  
Amber Shill, Board Member  
Sherril Taylor, Board President  
Nancy Tingey, Board Second Vice President  
Steve Wrigley, Board Vice President  
James Briscoe, Superintendent  
Leon Wilcox, Chief Financial Officer  
Dan Harper, General Counsel  
Charles Evans, Director, External Affairs

**1. Closed Session--5:16 pm**

- A. For the purpose of discussing the character, professional competence, or physical or mental health of an individual.

**MOTION: Chad Iverson moved that the Board go into closed session for the purpose of discussing the character, professional competence, or physical or mental health of an individual. Clareen Arnold seconded the motion. A roll call vote was taken. Chad Iverson, yes; Clareen Arnold, yes; Steve Wrigley, yes; Sherril Taylor, yes; Nancy Tingey, yes; Amber Shill, yes; and Robert Green, yes. The motion passed unanimously.**

**2. Study Session--5:40 pm**

- A. Legislative Update--Charlie Evans

- Charlie Evans specifically addressed Senate Bill 145. This bill does not pose an eminent threat but it is the first of many of this type of bill that we will see. This bill would take all of the property tax money that would be generated from the prison site once it is relocated and devote it to the state's general fund.
- He feels this is going to be a significant issue and could potentially cost us a lot of money. He recommended that a Board appoint a committee to study the prison relocation.
- Another bill that is going to pass creates a Point of the Mountain Development Commission. This creates an authority over an area larger than the prison and encompasses area that we currently receive tax money on. In the past, the local governments including the school districts have been shut out of getting their tax revenue without their input. Examples of this can be found near Hill Air Force Base and the old St. George Airport.
- Mr. Evans has been talking with the League of Cities and Towns about an amendment to that bill that would say they can't take our tax money on areas that we are currently receiving revenue without our written permission. That only addresses part of the problem because it doesn't address the prison because no one is currently receiving tax revenue on that property.
- If we don't fight to receive some of these taxes, we will end up having more liabilities created by the prison moving than tax revenue.
- In the next 8-12 months before the legislature meets again, we need to have a better understanding of what the potential impact the prison moving will have on the school district. The Board needs to have a position that can be presented to the legislature. This will be a long process with very high stakes.

- Representative Wilson seems to be willing to make an amendment to include us in the discussion that would be in effect for the next twelve months.
- If we don't get the revenue it takes to educate the children, there is going to be a tax shift. Our taxpayers would have to pay more to educate the children living in and around that prison site.
- Jeff Haney is putting together an aggressive communications plan that he hopes the Board will approve. We should use our web page to keep parents and PTA members up to date so they can let their legislators know that they care about this issue.
- Steve Wrigley said school districts depend upon the business growth within their land area. This is our only growth area.
- Mr. Evans showed a spreadsheet prepared by Mr. Wilcox that showed the potential impact in terms of students moving into our District. There could be a tax shift of \$63 per home owner to cover the cost of educating the children. This would not include the required buildings. We have the potential to lose more than any other entity because we rely on property taxes more than any of the other entities. The potential loss is \$8 to \$15 million per year. It could cost up to \$9 million in operating costs to educate the children.
- During the process, we need to be constructive players.
- Nancy Tingey pointed out that the property tax was designed to help local governments provide services for the people in that area. We need to make sure people don't forget that. Robert Green added that we advocate for people who don't have anyone representing them at the table--the children. We need to give our kids the very best.
- Mr. Evans feels that we are doing everything we ought to be doing in this current session.
- President Taylor proposed that Board Leadership meet with the administration and design the makeup of this committee and then bring it to the whole Board. Mr. Evans suggested that the Board produce an op ed that could be used in an official way. The Board Leadership will prepare this and if the Board agrees it will be sent out as an official Board document.
- Chad Iverson asked for an update on SJR04 sponsored by Jim Dubakis. Mr. Dubakis is working on some amendments to the bill that might address some of the higher ed issues. Senator Dubakis is serious about it and thinks it has a chance. Twenty years ago public K-12 money was funneled to higher ed. Mr. Iverson feels that some of the education issues could be resolved if we went back to before this change was made.

B. CTE Presentation and Program Review--Janet Goble

- February is CTE Month. One of Superintendent Briscoe's high priorities is industry connections. Janet Goble explained how CTE connects to industry.
- Salt Lake Community has a number of Program Advisory Committees (PACs). One major purpose of these committees is to make sure there is a seamless connection between high school and the community college. We have personnel sitting on every PAC committee to make sure our concurrent enrollment offerings are meeting student needs. One of the missions of SLCC is to service industry demands. Many individuals sitting on these committees are industry people so this provides a great opportunity for us to mingle with them.
- Wasatch Front CTE Consortium includes the six major districts along the Wasatch Front and also has advisory committees. We have representatives on every committee. Minutes from these meetings are sent to teachers so they are aware of what is happening in the industry. They are quick to address any issues that arise.
- Students engage and flourish when their learning provides them a window to the adult world.
- Dr. Angela Trego an engineer sitting on the Region Engineering Advisory Board addressed the Board. She is passionate about STEM. She is the STEM Committee Chair for Utah Valley University where she is an assistant professor. She serves on the Executive Board of Women Tech Council and sits on several committees with the STEM Action Center. Dr. Trego has a Ph.D. in mechanical engineering and worked in industry for twenty years. She shared a story about serving as a mentor for a ninth grade girl who was failing math. Dr. Trego said the girl was going to be a theater person and had no interest in math. They had several conversations about how math could help in theater. Once the girl could recognize an application for math in her career goals, she became motivated and now has an A in math. Taking application into academics is critical.
- Thousands of kids across the world participate in the First Lego League Robotics. 87% of those who attend First Lego League, are more excited and encouraged to go into college. This is an application-based activity.

- She Tech is an application-based activity for high school girls. 91% of the girls who attend are more interested in science, technology, engineering and math after attending that event. Application motivates students.
- Teachers are under stress. Technology is changing all of the time. Industry is a great resource. Industry can create relevance and authenticity to projects. They have the resources to bring projects into schools. Many industries require that their employees give a certain amount of volunteer work. They realize there is a huge shortage in STEM. Last year the University of Utah doubled the number of their engineering graduates. But, there are still 500 unfilled engineering positions in the state. Industry has a huge vested interest to help with the pipeline issue.
- Dr. Trego encouraged us to continue emphasizing CTE. It isn't what we're teaching but how we're teaching it.
- Janet Goble thanked Dr. Trego for her support. She then explained the Diesel Technician Pathways Program. The diesel industry went to the Governor's office to say they don't have enough people to fill their jobs. Diesel technician jobs are highly technical, highly trained and highly paid jobs. The Governor's Office of Economic Development contacted Ms. Goble to work with these industry people. The governor did a roll out a few weeks ago. Dr. Dowdle and Dr. Briscoe were there. Benefits to our District include internships for students, paid summer internships for our teachers and industry will rotate every three months the latest diesel engines for our students to work on. This will give students appropriate experience on up-to-date equipment. Our goal is when students complete our program, they will do one year at Salt Lake Community College and then they will be ready to work. It is estimated that technicians will have a starting pay of \$50,000 and within five years they should earn 6-figures.
- This year about 100 students were placed in the job shadow program. Dr. Briscoe's daughter Shannon was the keynote speaker at the Job Shadow Event. She talked about her experiences as an engineer for Schlumberger. Her overlying message was take opportunities that come your way because you never know what that might lead to. Students are involved in a variety of internships. Job shadows are available any time by contacting the work-based learning facilitator.
- Internship classes give students the opportunity to get first-hand experience in industry. They go to class for 2-3 weeks to learn the basics and then they actually work in industry and get school credit. It is a .5 elective. This program is available at Alta, Corner Canyon, Jordan and Hillcrest.
- We had all-school career fairs at Alta and Hillcrest this year. It takes about 65 people to put on a career fair so they rotate schools. Dr. Briscoe shared that he feels it is really beneficial to bring industry leaders into our schools so they can meet our staff and principals.
- This year CTE is focusing on entrepreneurship. Schools are having "Shark Tank" events. Student proposals are evaluated by industry judges. The judges are very highly qualified and provide direct feedback that is very beneficial. This year we are having a district entrepreneurship conference on February 19 involving 125 students. This event is under the direction of Trish Thomas and will be held at the Salt Lake Community College Larry Miller Campus.
- The goal is to make sure all students have some kind of an industry connection.
- Ms. Goble recognized her CTE Team and work-based learning facilitators for making everything happen to help students discover their passion. She thanked the Board for their support.
- Steve Wrigley mentioned that through his interaction with students, he has found that the students love this program and they all have plans on going to college. Ms. Goble said the courses at CTEC all offer concurrent credit. It has been shown that students who take three credits or more of CTE have a higher graduation rate. In our District, the CTE concentrators graduation rate is 8% higher than those who are not involved in CTE.

C. Middle School Dual Immersion and Schedule Update--Dr. Amber Roderick-Landward and Mike Sirois

- Dr. Roderick-Landward said they have been communicating a lot with the parents of middle school dual-immersion students and those entering middle schools. We need to work on educating the community on dual immersion at the secondary level. There are some misconceptions about what it is. In elementary we have a 50/50 program where students spend half their day in the target language and half of their day in English. The secondary level does not follow the 50/50 model. It is more of an advanced language pathway.
- Feedback from parents is that it is has been tough for middle school students to juggle the middle school experience with dual language. They have had lots of requests to increase the elective options. Some of the requirements for CTE at the middle school will impact dual-immersion students even more.

- Dr. Roderick-Landward presented a document developed through collaboration with the state showing our proposed Advanced World Language Secondary Pathways. The goal for secondary students is to continue to build their proficiencies. One milestone would be students successfully completing an AP course in ninth grade. They could then continue with their advanced language through high school or they might choose to start another language at that point.
- She presented two options for secondary dual-immersion students that differ from what has been done the last two years. Beginning this fall, students who participated in dual immersion would be taking two full-year courses in the sixth grade--their target course and social studies. In seventh grade, they would take a full year of their target language and a half year of culture and media. In eighth grade they would take their target language and they would have the option to take the culture and media course. This really supports the students building their proficiency and supports the community in responding to their request for the students to have a middle school experience with more electives. Mike Sirois stressed this would give us some wiggle room with electives for dual immersion students.
- As far as changes in the middle school schedule, Amber and Mike have met with the middle school principals to look at where the CTE class should be offered with the least amount of impact on the schools (How it impacts other elective courses and the potential to lose jobs when we shift courses around.) They all agree that it should be offered in the sixth grade. Our sixth grade is not like an elementary sixth grade. Currently the only CTE elective class in sixth grade is keyboarding. If the college and career class is taught in the sixth grade, it could spur student interest to take elective courses in the seventh and eighth grade. If it is offered in the seventh grade, we wouldn't need as many CTE teachers and we don't want to do that.
- Dr. Briscoe said these decisions regarding dual immersion and CTE have to be made. They will provide a framework to work from when they include everybody in the discussion about the middle school schedule.
- Mike Sirois said they hope to present their rationale to the USOE next week as to why the CTE courses should be taught in the sixth grade. He feels they have a very compelling argument. If the state agrees, they will then form the task force with all of the stakeholders to discuss the new schedule.
- Next year the CTE class will remain as it is now. We will come into full compliance in 2017-18.
- A parent suggested that Utah Studies be taught as a half-year class so dual immersion students could have another elective in seventh grade. We understand that that course is soon going to become a full-year mandatory class. Having this a full-year class compliments teaming.
- The principals would like the adjustment in the dual-immersion scheduling to start in the 2016-17 school year.
- The two pathways for dual immersion students would give them the option to take the AP course in ninth or tenth grades. All of the advanced language courses are electives so it would be the student's choice. Dr. Roderick-Landward will make sure parents understand both options. It is the intention that most of the students will be ready to take AP in ninth grade.
- There is legislature proposed that would have the University of Utah develop the 3000 level language courses.
- Mr. Sirois asked for the Board's approval to proceed with the subtle changes in the dual-immersion program and have permission to meet with the USOE to explain why we feel the CTE course should be in the sixth grade.
- The change in the dual-immersion offerings will be better for the teachers and principals. Some of the teachers currently do not have an elective period. Parents also want us to increase the quality of dual-immersion teachers at the middle schools. Many of them are Alternative Route to Licensures, Emergency Certification and guest teachers from other countries. Focusing on fewer courses may help them to be successful. Hopefully this will also increase retention.
- Amber Shill thanked them for attempting to respond to the parents' request for more electives. That is the biggest complaint she has heard about dual immersion. Dr. Roderick-Landward said we want to retain students who have been in elementary dual immersion and see them be successful. It will be a win for principals because it will give them more options for scheduling and teaming. It was a great suggestion.
- President Taylor received approval from the entire Board for them to move forward with their proposal.

D. Policy Review: Graduation Requirements and Open Enrollment and School Moratoriums (First Reading)--Jeff Christensen and Policy Committee

- Jeff Christensen gave some background on the Graduation Requirements Policy. The Canyons Board of Education approved the advanced and honors diplomas in early 2011. A few subtle changes have been made to these diploma requirements. Currently we don't specify anywhere in the Policy Manual our

- graduation diplomas. The Policy Committee felt the different diplomas should be included in the manual so parents can find this information.
- A high school course catalog was distributed to each Board member. This is provided to help guide students through their course-taking pattern towards graduation. Exhibits that go with the Graduation Policy are found in this catalog.
  - Two exhibits were provided with the Graduation Policy. One shows the different diplomas compared side by side. It also outlines the requirements for the Regents' Scholarship.
  - The Policy Committee met and reviewed the state statute that deals with the Board's power to establish graduation requirements and the criteria for instruction. In the beginning it states that the Board recognizes the importance of setting high expectations for students. The main text of the policy provides for each of the different diplomas that are available. The Standard Diploma meets all of the requirements by the Utah Office of Education and the Canyons Board. The Advanced and Honors focus on prescribed course work and a minimum GPA requirement. When asked why the Basic Diploma is not included on the chart, Dr. Briscoe said this Board has set very high expectations. We don't want the Basic Diploma to be a choice. It is only for extenuating circumstances with administrative approval.
  - Mr. Iverson asked that language be added defining what administrative approval means. This is not currently in either of the exhibits. Nancy Tingey said the December 2015 memo to the Board states four criteria the administration could use when considering the 24-credit diploma. This should be added to the exhibit.
  - In the eighth grade, counselors help parents and students map out an educational plan for the next four years. Counselors in high school continue to meet with the students to make sure classes match with the student's goals.
  - There was a discussion regarding students walking in the commencement activities. The policy says this will be determined by the high school. Dr. Briscoe pointed out that walking in commencement is a privilege not a right. Mr. Christensen said the intent was to delegate to the administration the right to determine if a student is eligible to walk. The staff is going to do everything they can to help these students graduate. A student would have to work hard not to walk if they qualified to graduate. The guidelines should probably be consistent. President Taylor said we have always tried to keep as much local control as possible. SCCs and PTAs work with the administration to establish the school's graduation guidelines.
  - This is the first reading. The Policy Committee will be happy to work through these questions.
  - Next Mr. Christensen reviewed some of the provisions in the Open Enrollment and School Moratorium Policy. The Policy Committee was tasked to look into the issue of residency requirements at moratorium schools and sibling enrollment after a boundary change. Legal Counsel looked at the state statute that deals with open enrollment. The open enrollment threshold is when the school reaches 90% of capacity and the adjusted capacity is the maximum capacity minus 40 students. The Board can designate a school is not open for permits for non-resident students because the school is operating above the open enrollment threshold. When that occurs, this policy outlines rules specifically for schools on moratorium status.
  - When a school is on moratorium status, a first-time resident student registering at the school must provide proof of residency upon enrollment. New sixth and ninth grade students must provide proof of residency at a moratorium school. The other schools would not be obligated to provide that proof of residency. Anyone currently enrolled would not be subject to this requirement.
  - Steve Wrigley asked why everyone in the school isn't required to provide proof. Sometimes people leave the district and just don't notify the school. We have a school very crowded and we may have students who shouldn't be there. Nancy Tingey referred to #4 that says: "If it is determined by the superintendent that a student or parent has falsified proof, the student is required to return to the boundary school." This is the committee's recommendation. When asked why proof was not required every year, Mrs. Tingey responded that it was considered a burden on the administration and the parents.
  - Dr. Briscoe said this policy was started from scratch. This is a sensitive issue and we may need to make modifications. He feels it is important that a guardian comes to the school with picture ID for sixth and ninth grade students.
  - Clareen Arnold suggested that other grades could scan their documents and submit them with their online registration. Mr. Wrigley said he feels we need to be consistent. It isn't fair to have students attend who don't live in the boundaries just because they haven't been caught.
  - Mrs. Tingey said policy should not be drafted to take care of one specific situation. It needs to be sustainable and provide guidance for various unforeseen circumstances as they arise. Dr. Briscoe stated

that it is important for all of the Board members to look at this and give feedback to the Policy Committee. The committee will then go through all of the suggestions and bring it back for a second reading.

- Nancy Tingey said there is also a provision for district programs. Students participating in district programs could enroll in a school where that program is located regardless of open enrollment status. It states the Board's authority to relocate those district programs.
- Robert Green questioned the statement that students accepted during open enrollment are not eligible for District transportation to the school. He asked if the language could be adjusted to say parents are responsible to ensure students get transportation. He cited a situation where a child stayed at his grandparent's house during the day and went home after work. The grandparents lived within the boundaries and there was a bus that went to that specific location. He asked that there be more flexibility.
- Chad Iverson said he is uncomfortable revoking permits once they have been granted. Kicking kids out of school makes him uncomfortable. He also asked that instead of stating the District determines, if it could say the Board of Education determines in 4.4. He hopes we never revoke a permit.
- President Taylor thanked the committee and asked any other suggestions for modifications be sent to the committee.

### **3. Business Meeting Opening 7:34 pm.**

#### **4. Opening Items**

- A. President Taylor thanked everyone for being at Board Meeting tonight.
- B. Approve Agenda for February 16, 2016

**MOTION: Robert Green moved to approve the agenda for February 16, 2016. Amber Shill seconded the motion. The motion passed unanimously.**

- C. Pledge of Allegiance-- Parker Joos, Riley Sohm and William Summerhays, Indian Hills Middle School Scouts
- D. Reverence and School Highlights--Doug Graham, Principal, Indian Hills Middle School
- E. Board Decision on Student Appeals (Action Requested)

**MOTION: Steve Wrigley moved to deny both appeals from parents dated February 2, 2016 and February 4, 2016 to the Open Enrollment Permit Moratorium in place at Corner Canyon High School. Clareen Arnold seconded the motion. The vote passed unanimously.**

#### **5. Recognitions--Jeff Haney**

- A. Jeff Haney explained the procedures that would be followed for Recognitions.
- B. Camden Seeborg, Corner Canyon High School, scored a perfect 36 on the ACT. He is also a finalist for the Sterling Scholar in World Languages.
- C. Mr. Haney pointed out that the District had been named to the 6th annual Advanced Placement District Honor Roll. Last year, Canyons students took 3,877 AP tests. They passed nearly 70 percent of the time.
- D. Jared Buhanan-Decker, guidance counselor at Midvale Middle, is the winner of the Carl Perkins Outstanding Service Award from the Utah Association for Career and Technology Education Guidance Division for his devotion to celebrating the diversity of the community around Midvale Middle and unifying the school. He has developed a service project in which rival gang-affiliated students work together to complete projects that benefit their community.
- E. Deanna Nyguen, Corner Canyon High School, won the Utah State Office of Education's Martin Luther King Jr. Essay Contest. Her essay explains honestly and passionately how important it is to be kind, speak up and overcome the world's violence and hatred.
- F. Cassidy Chrisensen, Corner Canyon High School, was the Grand Prize winner in the 32nd Martin Luther King Jr. Video Contest. She demonstrates her commitment to living King's credo, "The time is always right to do what is right" by distributing food to the homeless, passing out flowers and other random acts of kindness.
- G. Hillcrest's Drill Team was the overall 4A state champion. The team earned second place in character performance and in the military category and first place in dance.

#### **6. Patron Comments**

- A. President Taylor reviewed the guidelines for Patron Comments.

- B. Bryn Heather Johnson shared an idea she had related to the dual-immersion program. She currently has two daughters in the dual-immersion program at Draper Park Middle School, a child at Oak Hollow in the French Immersion Program and two kids taking French at Corner Canyon High School. She currently serves as the President-Elect of the PTSA at Draper Park Middle School, is a member of the Community Council at Oak Hollow and a member of the General PTSA Board at Corner Canyon High School. She proposed that there be created a parent volunteer board at the District level to act as a liaison between the school board, the school district, parents and schools of the district who are involved in dual immersion. She presented the Board with a written proposal that explains some of the responsibilities of the board and prerequisites for those who would serve on the board. She suggested it would be comprised of 3-6 parents who currently have students in the dual-immersion program. She feels like the parents of the dual-immersion kids are a great resource to tap in to. At Oak Hollow, there is a parent who created a French choir on her own. They rehearse with the students and they have performed in various locations throughout the area. Three of Bryn's kids have been in the choir and she felt it was a great experience for them. Another parent was in charge of the Book Fair and she made sure that the kids at Oak Hollow had the opportunity to purchase books in French from the Scholastic Book Fair. Parents are really invested in this program and they want to see it successful. She feels like they would be a good resource to have because they know the issues. Having a board of parents who are fully vested in this immersion program and want to see it successful would be a great resource for the school district. She asked if she could follow-up with Mr. Iverson on this issue.
- C. Royce Shelley, teacher at Corner Canyon High School, spoke of concerns he has with the CTESS system. Mr. Shelley is a career educator and he only has to go through the cycle once a year. Last year, he kept track of the time he spent--this includes time in trainings and time filling out documentation but does not include the observation times. That was 33 hours. That is 2.5% of the time that he is contracted for the District. A provisional educator gets to go through the cycle twice. We could be using up to 5% of our employee's contracted time for the purposes of CTESS. By comparison, he spends his summers as a park ranger at Timpanogos Cave National Monument. There he is responsible for helping with the evaluation of 30 other employees. At that facility, their employees are required to spend 1.5 hours of their contracted time in evaluation purposes. As their supervisor, he spends significantly more time than that on evaluation of each employee. That comes out to .15% of their time as opposed to 2.5%. He fully understands the necessity of an evaluation system. He has implemented things that he can point to immediately as a result of the CTESS that have made him a better teacher and have improved his classroom. But, he sincerely questions the amount of time required for documentation and other purposes from our teachers to accomplish this task. This has been brought to our School Advisory Committee by other teachers. From there it was sent to the District Advisory Committee with concerns about time. It was also sent by way of the CEA to District Advisory and other organizations. At the District Q & A session a month ago, he became very concerned that their voice was not being heard. At that meeting, he attempted to bring up the same things he has presented tonight and at that time they were asked to put their questions on a sticky note and it was put on a poster board. As they addressed the questions, the information he provided was given this one is about efficiencies. It will improve with experience. As they concluded with the statement "CTESS is not changing. It is improving." No arguments with that but he felt a distinct lack of recognition that every improvement has come as a result of some change and each of those changes has required additional time to meet. He thanked the Board for listening to his concerns.

## 7. Consent Agenda

- A. Approval of Minutes from February 2, 2016 Board Meeting
- B. Approval of Purchasing Bids
- C. Approval of Student Overnight Travel
- D. Approval of Hire and Termination Reports
- E. Approval of LAND Trust Amendments
- F. Approval of Superintendent Contract for the Period of July 1, 2016 to June 30, 2018
- G. Approval of Business Administrator Contract for the Period of July 1, 2016 to June 30, 2018
- H. Approval of January Financial Reports

**MOTION: Chad Iverson moved to approve the Consent Agenda Items A-H. Clareen Arnold seconded the motion. The motion passed unanimously.**

## 8. New Business

- A. Hillcrest Feeder Proposal (Second Reading and Possible Action)--Dr. Kathryn McCarrie
  - Dr. Kathryn McCarrie offered to answer any questions about the proposal.

- Clareen Arnold asked about the FTE. The proposal is to use three of the FTE that went to other schools last year. She asked how many of the 33 were actually used last year by the schools. Dr. McCarrie said all of the FTE were used last year. The School Performance Directors and Steve Dimond decide who should get the extra FTE. Leon Wilcox said that we have given out 31 of the 33. Ms. Arnold asked if they have already received requests for additional FTE for next year. She doesn't want to take them away before they have been given out. Dr. McCarrie said we have a lot of needs in the District. When we add something, we usually have to take something away. They are trying to leverage things the best they can and prioritize. Mike Sirois said it is very early. They have preliminary information from the middle school principals of what they will need for next year and it is between 20 and 25 right now. Dr. McCarrie said we try to keep FTE to cushion against enrollment shifts that happen over the summer that we can't anticipate. Instead of taking an FTE from one school whose enrollment is down and trying to transfer teachers at the beginning of the year, we look at adding somewhere else. Mrs. Arnold said she is concerned that we may be premature in making a decision about moving FTE now because we don't know what will be needed for the scheduling at all of the schools. Dr. McCarrie said our dilemma is coaches are usually our best teachers. If we wait until we know what is actually needed, it is August and we then are pulling our best teachers out of the schools. With the information we currently have, we think this is a solid move. This feeder is in dire need to make changes so the students in these schools are succeeding. This our best thinking at this time. Mike Sirois said this feeder system really needs extra help. We rely on the input from administrators for what resources they need. After hours of discussion, we feel this is the best possible way to make an impact in these schools. He feels that they will be able to give the middle school principals what they need and these three FTE will not impact them too greatly.
- Clareen Arnold asked if the administrative intern will only work for the summer or for the whole year. If coaches are essential, why are we not using two coaches instead of one intern? Dr. McCarrie replied that an administrative intern is on a teacher's salary and it would be for the entire year plus some summer work. Principal Leavitt feels he needs more administrative support for these students. He felt the intern could provide tracking and close supervision to prevent absenteeism and discipline problems. Greg Leavitt added right now we have a ratio of 450:1 AP. They didn't choose a coach because 33% of our ninth graders at Hillcrest are below a 2.0. One of the largest reasons is because of attendance. Principal Leavitt shared that he and his team visited 20 students in the Midvale community on Thursday night. These are kids that are in dire straits. Six homes didn't have furniture in the front room. These kids need help and they need an adult to track them and help them.
- Mrs. Arnold said according to the proposal we aren't going to start helping the students in the summer of 9th grade. She asked why we won't help them the summer of 8th grade and load them up front with extra credits instead of waiting until they fail and then try to help them. Principal Leavitt said the summer school will be for incoming 9th graders after their 8th grade year. It will be held at the high school. We feel it is important to move them to the high school and get them situated with their lockers so they will feel comfortable. We want to preteach them. We want them to have practice writing an essay, get them through the first two chapters of math and through the first chapters of biology and social studies. Principal Leavitt contacted United Way and told them about this program. They are excited about this. They hope to have a business in Midvale adopt three or four of these kids and give them incentives to show up to school. Mrs. Arnold said she just wants to make sure we are being equitable across the board. Dr. McCarrie said we want a good education for all of our kids regardless of where they live and what their family situation is. They are hard choices.
- Steve Wrigley said he appreciates this effort. We have been talking for some time about doing something and the group has come up with the best solution based on data. He would like this to be put in a pilot status and get a report in two years before we move on. Principal Leavitt said he thinks that is an excellent suggestion. We are building the ship as it flies. He is pleased the Board is willing to look at something that might make a difference. Dr. McCarrie said accountability is definitely part of the plan. By looking at the data, we will be able to tell if it is working and then tweak it. Greg Leavitt said we did want to start small and make sure it works. If we have good results, we will know the first quarter of ninth grade.
- If we could get elementary kids on grade level the rest seems to fall into place. If they are not on grade level at fourth grade, it is an uphill climb to get them where they need to be to be successful.
- Nancy Tingey said she thinks this is a fabulous idea. She commended the team for their innovation and effort and willingness to work together to come up with a plan. She also appreciates that they are willing to keep a really close eye on it. She thanked Principal Leavitt for going out to meet with students in their homes. That is one of the nicest things she has heard about going above and beyond and reaching out. She



knows that some of the students who reside in the Road Home are part of this feeder system. She asked if arrangements could be made for the Board to visit the new facility. Karen Sterling will be happy to help coordinate that. Principal Leavitt added that they will be visiting students for the next 5-6 Thursday nights and he invited Board members to join them on those visits. United Way is helping facilitate the visits.

- Robert Green thanked them for all of their efforts. The Board has high hopes that this will bring good results very soon. We can't solve the whole problem all at once. This is a great start. It is awesome that we have this effort to help the people who have the most to lose. Society needs to reach out and give a hand to everyone. If people have more needs, they should be helped more. He would love to go on these visits.
- Wendy Dau shared that they contacted a restaurant owned by the parents of two of their students and had them cater their Parent/Teacher Conferences. They were then able to get the student Special Ed services that had not been available because the parent was too busy to meet. Neat things are happening. Tony from the United Way has been a great asset. Robert Green added it is inspiring that anyone can achieve if they believe in themselves and people care about them.
- Claren Arnold voiced her concern that we won't have enough FTE to help other middle schools that may need it. Leon Wilcox said for years the cushion was 15 FTE. When we did grade reconfiguration in 2013-14 we bumped to 33. Last year we moved it down to 22 then the Board moved it back to 33 for this year. Lots of planning goes into the FTE cushion. We take input from principals at all levels. Most of it goes to middle schools because of the programs and dual immersion issues we have there. We make sure we have the resources we need to supplement our schools. We've never had to exceed the cushion. It is a team effort to make sure these are allocated in the best manner possible. We feel helping this feeder system is our top priority. It is our greatest need.
- Dr. McCarrie clarified that Special Ed is funded with Special Ed dollars. They haven't need money from the General Operation Fund. Title 1 funds are used to reduce class size and add additional supports to our Title 1 elementary schools. Special Ed scheduling was discussed.
- President Taylor asked if the Board would like to vote on this tonight or bring it back.
- Dr. Robert Dowdle explained that the cushion does not take away from the baseline FTE that is given to each school. The cushion is used to meet extra needs in the school. Schools aren't being robbed of an FTE by taking something away from the cushion.
- Robert Green shared his perspective on how important he feels this is. If kids don't graduate from high school, their pay is severely diminished and inner-generational poverty continues. Basic education and basic needs of people should come first. We can shuffle things around to make it work. We have very talented staff to make it work. He doesn't think this is asking too much. It is a good start and will affect people's lives in the near future and in the long term.
- Leon Wilcox clarified we have 1800-1900 teachers and our budget is about \$240 million. Steve Wrigley said if we make this a pilot program we will have time to put this into our ongoing budget. Mr. Wilcox emphasized this is not going to increase class size. Each year FTE gets redistributed based on students.

**MOTION: Chad Iverson moved to approve the Hillcrest Feeder Proposal that Dr. McCarrie has brought before us with an amendment that it would be a pilot based on Steve's comments and we would reevaluate it in one year. Claren Arnold seconded the motion. The motion passed unanimously.**

Discussion:

Nancy Tingey spoke to the motion. She thinks this is a good direction and she sees real potential. It is good to look at it in a year but plan on two years. United Way is going to get involved. There is probably potential for grants if it proves that it is successful so that we can expand it faster than we could by absorbing it in our regular budget. Thank you. She has every confidence in our administrators that they will make it work and the rest of our District won't suffer because of this. We will all benefit from it.

Amber Shill added that she is really excited about this. It is hard when we see the presentations every year and see the low test scores. This is great to have a new way to look at it and some new ideas. She appreciated all of their work.

## 9. Staff Comments

### A. Superintendent Report

- Superintendent Briscoe suggested that a good time to visit the Road Home would be after the legislative session in late March. Karen Sterling will set up dates for both morning and evening tours for the Board to choose from. In front of President Taylor is an award the Board received from Sandy City honoring the entity that was the strongest partnership with the City of Sandy. He congratulated the Board for receiving this well-deserved recognition. Dr. Briscoe is happy that he knows all of our mayors and feels comfortable calling them and their city managers. Our staff feels comfortable contacting them as well as the police chiefs. These relationships provide a sense of community with our school district. He thanked the Board for their confidence in giving him the opportunity to serve for another two years. He has learned a lot the past two years. He feels part of the community. It is an honor and privilege to serve the Board, the students and our families and work alongside an outstanding group of teachers and leaders. He felt the Hillcrest team exhibited synergy that was created through collaboration. Everyone's opinion counts and we're a team. He is excited that we are willing to take risk. You can't move a public school organization forward unless you are willing to take risk. That can only be done when people are working together to reach across the table to other entities to form partnerships. We need to get students and families engaged in public education. He is very excited about the positive synergy he feels.

### B. Chief Financial Officer Report

- Leon Wilcox praised our Nutrition Department. They are subject to an administrative review by the USOE every three years under the Federal Guidelines regarding School Lunch Nutrition. They have been preparing for months for the review which took place last week. They were required to fill out an enormous compliance guideline. It was thirty pages long with twenty-five questions on each page and covered all types of nutritional facts. The reviewers spent time at six of our schools and then met with the administration. They were very complimentary of our lunch program. They said it was the best review they have had out of all of the school districts in the state. Mr. Wilcox is very proud of Sebastian and his group. We appreciate their efforts. The final report will be shared with the Board. President Taylor asked that Sebastian come to a Board meeting so they can congratulate him. Mr. Wilcox continued that there are lots of bills on education in the legislature this year. A professional development bill has passed the House. There is a technology bill for ongoing money and one-time money. There are several Pre-K bills for expanded Kindergarten. These will impact our budget for next year. SB38 on Charter School Funding is still out there. One version has passed the senate that could impact us. We are monitoring those very carefully thanks to Susan and Charlie. Nancy Tingey is there as part of the USBAs membership as well. He appreciates the confidence the Board has in him and Jim in giving them the opportunity to keep going for two years. Time has flown by. He likes the energy in our school district right now. He likes the way we are headed under the direction and governance of the Board of Education. He thanked the Board for their support. It has been a privilege to work with them.

## 10. Board Comments

- ### A.
- Chad Iverson said he is grateful to have Jim Briscoe and Leon Wilcox serving in their roles. The decision of the Board on who to hire in these two positions is the single most important thing the Board does. We have great people in these roles and he is grateful for the work that they do and the way they do the work. The Board has gone through performance reviews with both of these individuals and provided them feedback on what they are doing well and what they could improve. It has been a very methodical, analytical process. We may see an article in one of the newspapers about their compensation because the contract will be public information. Mr. Iverson said the Board should not apologize for the compensation. There is some consternation at times about how much superintendents and business administrators are paid. This is a \$320 million organization and these are the two senior individuals in the organization. In the business world, compensation for a \$320 million organization is substantial and it deserves to be substantial. Mr. Iverson hopes we can continue to keep these men and evaluate them and review them from a performance perspective. Second, Mr. Iverson really likes the idea that Mrs. Johnson brought up about a liaison board for the Dual-Immersion Program. He has received feedback from several dual-immersion parents who feel like the communication between the parents in that program and the program itself could be improved. He likes the idea of a board to communicate with parents. We have SCCs at our individual schools and

these people could participate in that. But, these programs are unique because they are at multiple schools. He would like the Board to consider adding the board. He feels more communication is better. Third, he feels it is really unfortunate that we had to deny permit appeals tonight. He hopes the Board can make decisions in the future that can allow schools to be taken off of moratorium so kids can truly have choice. So when there are unique individual circumstances, kids can be accommodated. There are certain pockets in the District right now that we don't have equity where some kids can go to other schools and some kids can't. That is a problem and a challenge that can be solved. Mr. Iverson also mentioned that Senator Jim Dubakis put forth an interesting bill that is suggesting that the higher education funding that was taken from K-12 funding twenty years ago be given back to K-12 funding. As a conservative social and fiscal Republican, Mr. Iverson generally does not agree with Senator Dubakis' policies, but he hopes our Republican leaders in House and Senate who live in our school district will look at this seriously. We say public education is important in this state but we need to really do something about it. This is a radical idea but it is a great idea from someone from the opposite side of the aisle than he generally is. It is spelling bee season and he loves spelling bees.

- B. Clareen Arnold thanked Mayor Dolan for inviting Board members to the awards ceremony and for giving Canyons District the award for our partnership on Mount Jordan Middle School. It was a great night to see all of the different awards and be involved in that. She is passionate about education and loves the different perspectives. She appreciates everyone's patience with her. She learns through discussion and hopefully, we can always do what is best for the kids. She thanked Mr. Leavitt for the extra work he is doing. She has walked house to house and seen where people live and what they do. It is a difficult job some days because when you come away you are so grateful for where you are but you wish you could fix the world. She appreciates the extra work for those students and their families. She is excited about working another two years with Leon and Jim. She is impressed with collaboration and the involvement that we all go through to get where we get to do what is best for the kids across the District.
- C. Steve Wrigley said he appreciates Jim and Leon making the choice to stay at Canyons. Having them in the District has made a difference. When this district was created, one of the things the mayors and Board wanted was to have collaboration between the cities and the school district to avoid duplication. We probably saved Sandy City \$15-\$20 million and gained \$1.5 million to upgrade our auditorium to make it more useful. It has been a positive thing. We are making good use of taxpayers' money. He thanked the staff for all they do. We are making great progress. He feels good about what we have done and feels we are moving forward.
- D. Nancy Tingey explained that today she and Amber Shill toured the new Butler Elementary School. She thanked Leon Wilcox for organizing that. They hosted the Cottonwood Heights City Council and they really enjoyed it. It is so exciting. She can't wait until we can open it up to the public and the children. Last week she received a last minute notice from the Instructional Supports Department that they were having a teacher/administrator training by Tom Schimmer, an expert on transforming grading. She found the presentation very helpful to help settle the concept of standards-based grading. She appreciated the invitation. She hopes that in the future we can have more Board members and parents participate in some of those discussions. She attended the Sandy Chamber of Commerce Peak Awards. Brittani Bailey, Partnerships and Volunteer Coordinator, received the award for the Volunteer of the Year. Mrs. Tingey congratulated her on receiving the award and thanked her for the work she does with the Sandy Chamber of Commerce. Mrs. Tingey had the opportunity to attend the Science Fair last week. She loves the Science Fair as a spectator. She learned that the ideal length of time to boil eggs is 11 minutes, not 10. Maple is the best wood for a fast start and a long burn. "The Worth of the Sole" is dependent on lots of things. A young man had done an experiment on basketball shoes and the kind of traction and the cost of the shoe. He weighed everything. Unfortunately, she didn't write down the name of the brand that was the winner, it wasn't one that she had heard of. She loves that students have questions and go about the scientific process to find answers. She talked to some of the young people and heard their enthusiasm for their projects. They are very innovative. She thanked the District for putting that together.
- E. Amber Shill stated that this year Bella Vista Elementary is celebrating its fiftieth birthday. There is a tradition that one of the teachers has instituted the last few years that is a mardi gras parade. The kids decorate floats and people dress up and throw out candy and necklaces while the students line the hallways. There was a big cake float that said 50. It is super fast but fun. She attended the professional development by Tom Schimmer and it was very good. She wishes parents and the Board could have heard his talk. He said we need to keep the idea in front of people. That is how we get

them to accept the ideas and change how they think about grades. He said it is OK to move slowly. It is a slow process. Today she toured Butler Elementary School. It is moving along quickly and they are hoping it will be done the end of May. It is looking beautiful. Cottonwood Heights City invited Nancy and Amber to tour their City Hall. That will also be a beautiful building. There are all these windows that you can look on the mountains. She thinks the superintendent and Leon are wonderful and she is glad she has them in our District.

- F. Robert Green had no additional comments.
- G. Sherril Taylor congratulated Jim and Leon. Now your work is cut out for you. He appreciates all they do.
- H. At President Taylor's request, Jeff Haney introduced Kirsten Stewart. After being alone in the Communications Department for a month and a half, he introduced Kirsten as the new Associate Director of Communications. He has known Kirsten since 1997 when they were both writers and news media liaisons in the University of Utah's Office of Public Communications. They worked together before he went to the Deseret News and she went to the Salt Lake Tribune. They were head-to-head competitors covering higher education. She was a tough competitor to beat. She has also worked at the University of Utah's Health Sciences Public Relations Department where she has been working almost exclusively with their top executives on executive communication and their global branding. Mr. Haney is very excited to have Kirsten here. She has kids in Canyons School District in the Dual-Immersion Program. She is an invested parent. She starts work on Friday

**11. Closing Items**

- A. Adjourned at 9:19 pm

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ATTEST

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Sherril Taylor

President

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James Briscoe

Superintendent