



**CANYONS SCHOOL DISTRICT  
MINUTES OF BOARD OF EDUCATION MEETING  
April 25, 2017**

The following minutes are a summary of the April 25, 2017 Canyons Board of Education meeting. To listen to the entire board meeting, including all comments made during the meeting, please go to BoardDocs at <http://www.boarddocs.com/ut/canyons/Board.nsf>.

The Board of Education of Canyons School District met in a closed session, business meeting and Teacher of the Year Reception and Recognition on Tuesday, April 25, 2017 beginning at 5:00 pm at the Canyons Administration Building - East, 9361 S. 300 East, Sandy, Utah 84070.

**Those in attendance were:**

Sherril Taylor, Board President  
Nancy Tingey, Board Vice President  
Amber Shill, Board Second Vice President  
Clareen Arnold, Board Member  
Chad Iverson, Board Member  
Mont Millerberg, Board Member  
Steve Wrigley, Board Member  
James Briscoe, Superintendent  
Leon Wilcox, Business Administrator  
Dan Harper, General Counsel  
Charles Evans, Director External Relations

**1. Closed Session - 5:15 pm**

A. For the purpose of discussing collective bargaining.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLMZL5DAE2A>

**MOTION: Amber Shill moved to go into closed session for the purpose of discussing collective bargaining. Clareen Arnold seconded the motion. A roll call was taken, the motion passed unanimously.**

**2. Business Meeting – 5:45 pm**

**3. Opening Items**

A. Approve Agenda for April 25, 2017

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLMZS5DAE34>

**MOTION: Steve Wrigley moved to approve the Agenda for April 25, 2017. Nancy Tingey seconded the motion. The motion passed unanimously.**

**4. Consent Agenda**

- A. Approval of Minutes from April 11, 2017
- B. Approval of Hire and Termination Reports
- C. Approval of Purchasing Bids
- D. Approval of Student Overnight Travel
- E. Approval of March Financial Reports
- F. Approval of 2017-18 Land Trust Plans which have been signed by two Board Members

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLN265DAE40>

**MOTION: Nancy Tingey moved to approve the Consent Agenda Item 4A Approval of Minutes from April 11, 2017; Item 4B Approval of Hire and Termination Reports; Item 4C Approval of Purchasing Bids; Item 4D Approval of Student Overnight Travel; Item 4E Approval March Financial Reports; and Item 4F Approval of 2017-18 Land Trust Plans which have been signed by two Board Members. Amber Shill seconded the motion. The motion passed unanimously.**

## 5. New Business

- A. Approval of Elimination of Bus Route 1113 – effective for the 2017-18 school year – Kevin Ray, Risk Management Coordinator (Second Reading, Possible Action)

On April 10, 2017 Kevin Ray, and a representative from the Utah State Division of Risk Management rode the 28 mile round trip bus route up Big Cottonwood Canyon. Kevin shared the route's safety concerns that were identified and detailed in a letter from the Division of Risk Management. The letter is posted on BoardDocs and indicates support for discontinuing the route and recommends that Canyons District consider feasible alternatives. As in other areas of the district where traditional bus service is not feasible, CSD will pay the IRS mileage rate as a reimbursement for driving students to school if the route is eliminated. It is expected that in the 2017-18 school year, nine students will qualify for transportation in Route 1113. The final determination will be made by Canyons and not State Risk Management. The Board asked that the administration contact the families that would be impacted by the change.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLN2C5DAE46>

- B. Policy Update: Policy - GBGD-Worker's Compensation; Policy - GBGF-Long Term Disability Insurance; Policy - GBGAA-Insurance; Policy - GCJAA-Probation -- Jeff Christensen, Assistant Legal Counsel (Second Reading, Possible Action)

Four HR policies were discussed for possible approval. Statutory updates were made to the Worker's Compensation Policy to clarify language. The Long-Term Disability policy has been updated to make it more informative for employees. Disability Insurance policy was modified to make it more consistent with our existing insurance plan. The Probation policy combined the administrative, licensed and ESP employee policies into one policy. There have been no comments or input and the policy committee has not made any changes to these policies from the first reading.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNMZ60A9FB>

**MOTION: Nancy Tingey moved to approve the policy updates on: Policy - GBGD-Worker's Compensation; Policy - GBGF-Long Term Disability Insurance; Policy - GBGAA-Insurance; and Policy - GCJAA-Probation. Steve Wrigley seconded the motion. The motion passed unanimously.**

- C. Approval of FY 2017-18 Negotiated Agreement with Canyons Education Support Professionals Association -- Leon Wilcox, Business Administrator (Action Requested)

Agreement is to fully fund steps, give a 3.25% COLA and agree to the insurance changes proposed by the insurance committee. Additionally, current practices regarding retirement buy back of sick days and lane movements for employees promoted after January 1 will be reviewed by the Policy Committee for policy modifications. Overall package is approximately 6% increase for ESP staff. ESP's are appreciated by the Board for the value they bring every day.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNN960B6D1>

**MOTION: Chad Iverson moved to approve the FY 2017-18 Negotiated Agreement with Canyons Education Support Professionals Association. Mont Millerberg seconded the motion. The motion passed unanimously.**

- D. Approval of FY 2017-18 Compensation Package for Canyons School District Administrators – Leon Wilcox, Business Administrator (Action Requested)

Compensation package includes fully fund steps, a 3.25% COLA, a 1.25% longevity stipend to those on the top step, and insurance premium increases and changes to insurance plan as proposed by the insurance committee. New this year, administrators that have a master's degree plus 30 semester hours will receive a \$2,100 stipend. The compensation package is approximately a 4.7% increase. The Board appreciates the administrators in our schools and district offices.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNP660D6B5>

**MOTION: Steve Wrigley moved to approve the FY 2017-18 Compensation Package for Canyons School District Administrators. Nancy Tingey seconded the motion. The motion passed unanimously.**

Upon approval of the agreements, President Taylor read the following statement of appreciation for the Educational Support Professionals and Administrators in the District.

“Tonight, the Board voted to approve the tentative negotiated agreements for 2017-2018 with District Administrators and the Education Support Professionals. I would be remiss if I did not thank our administrators and Education Support Professionals for all they do to help us operate the schools in such an efficient manner. Without the expertise of our administrators, it would be difficult, if not impossible, to run our schools. From recruiting and hiring the best possible candidates for jobs to making sure everyone gets paid, our administrators do it all. We also appreciate all of the hard work of our Education Support Professionals. From the custodians who keep our schools clean, to office assistants who provide excellent customer service, to bus drivers to transport our children safely, our ESPs do so much. The district administration also reports that this year’s negotiations with representatives for the ESP and administrators were conducted professionally, in good faith, and in a spirit of compromise and collaboration. We express our appreciation for Marilyn Williams, Paula Logan and Greg Leavitt for negotiating on behalf of the administrators, and Bob Martin, Kathy Hilton, Brandon Wolf, Karl Banks Scott St. Clair and Ami St. Clair for negotiating on behalf of our Education Support Professionals.”

E. Approval of Licensed Salary Schedule for 2017-18 - Leon Wilcox, Business Administrator (Action Requested)

A tentative agreement with CEA has been reached but is not up for approval tonight. The full agreement will be presented at the May 16, 2017 Board Meeting. Only the 2017-18 salary schedule is on the agenda for approval. The new salary schedule places the starting salary at \$40,500 to be competitive with neighboring districts in hiring the best teachers. It also gives additional funding increments beyond Step 25 for increased lifetime earnings. The new schedule has 40 levels with \$900 increments between each level. To support teachers’ continuing education, the schedule includes level increases for additional college education hours and earned advanced degrees. All licensed employees will receive at least a 4% increase with the average increase at 6.5%. There is a conversion chart to guide transition from the current schedule and an appeals process for concerns about an individual’s placement on the new salary schedule. The following statement was made by President Taylor regarding the new salary schedule.

<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNPE60DF90>

**MOTION: Steve Wrigley moved to approve the Licensed Salary Schedule for 2017-18. Amber Shill seconded the motion. The motion passed unanimously.**

"In 2009, we launched an experiment in public education in Utah. On July 1 of that year, Canyons became the first new school district to be created in the state in nearly a century. On that first day, we pledged to focus on student achievement, innovation, customer service, and community engagement. We acknowledged then, as we do now, that education is the key to a successful life. Our teachers are the backbone of our efforts to ensure that every child is college- and career-ready at the time of their high school graduations. Great teachers do so much: They inspire. They encourage. They elevate. They care. Tonight, we are showing in word and deed how much we care. Not only will we be recognizing the commitment and excellence of our Teachers of the Year, we’re also putting into place a competitive salary schedule for all licensed employees in Canyons District. The new salary schedule will increase the starting yearly salary for a first-year teacher more than \$5,000 while also providing salary hikes for mid-career and veteran educators. Every licensed employee will see no less than a 4 percent jump, and the average increase will be 6.5 percent. In addition, the new single-lane schedule provides an opportunity for educators to make continuous positive impacts to their lifetime earnings. The Board of Education believes it is important to invest in the District’s people. In turn, our students will benefit. Our classrooms will be led by the best and brightest educators that we can attract and retain, especially in this era of a nationwide teacher shortage. More than that, in Canyons District, we strive to create a sense of unity and common purpose. Yes, it takes a village, and our teachers, with their experience and knowledge, are a vital part of the Canyons District family. After all, teaching is the profession that teaches all other professions. Teachers, on behalf of the Board of Education, I thank you for your commitment in this noble endeavor of educating our children. Yes, you touch the future. You teach."

6. Reception Honoring Teacher of the Year Winners 7:00 pm — Professional Development Center

7. Teacher of the Year Recognitions 7:30 pm — Professional Development Center
- A. Welcome -- President Sherril Taylor  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLN225DAE3C>
  - B. Pledge of Allegiance -- Alta High School Drill Team – Advisor, Kesha Prince  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLMZT5DAE35>
  - C. Reverence and School Highlights -- Brian McGill, Principal, Alta High School  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLMZU5DAE36>
  - D. Introductions and Teacher of the Year Vignettes -- Jeff Haney, Director of Communications and Kirsten Stewart, Associated Director of Communications  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNPQ60ED52>
  - E. Individual Teacher of the Year Recipients Honored  
**Each school was represented by their Teacher of the Year.**  
Click on the link below to hear individual vignettes.  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNR960F944>

ALBION MIDDLE – Lacey Larson  
 ALTA HIGH — Caleb Shabestari  
 ALTA VIEW ELEMENTARY — Raul Martin  
 ALTARA ELEMENTARY — Lorie Easter  
 BELL VIEW ELEMENTARY — Stacy Packard  
 BELLA VISTA ELEMENTARY — Stephanie Lassig  
 BRIGHTON HIGH — Janice Spencer-Wise  
 BROOKWOOD ELEMENTARY — Tracie Duncan  
 BUTLER ELEMENTARY — Pam York  
 BUTLER MIDDLE — Dave Olsen  
 CANYON VIEW ELEMENTARY — Lisa Joko  
 CANYONS VIRTUAL HIGH SCHOOL — Sam Richins  
 COPPERVIEW ELEMENTARY — Michele Brees  
 CORNER CANYON HIGH — Mark Oram  
 CRESCENT ELEMENTARY — Ann Hogan  
 CANYONS TECHNICAL EDUCATION CENTER — Todd Butler  
 DIAMOND RIDGE HIGH – Wendy Quigley  
 DRAPER ELEMENTARY — Ashley Lennox  
 DRAPER PARK MIDDLE — Christina Stenton  
 EASTMONT MIDDLE — Daren Wagner  
 EAST MIDVALE ELEMENTARY — Leslie Rodriguez  
 EAST SANDY ELEMENTARY — Stephanie Cobabe  
 EDGEMONT ELEMENTARY — Barbara Gondor  
 ENTRADA HIGH — Anita Leimbach  
 GRANITE ELEMENTARY — Staci Genesi  
 HILLCREST HIGH — Shelly Edmonds  
 INDIAN HILLS MIDDLE — Jaqueline Oglesby  
 JORDAN HIGH — Mary Kay Fortie  
 JORDAN VALLEY SCHOOL — Jana Wright  
 LONE PEAK ELEMENTARY — Patty Chung  
 MIDVALE ELEMENTARY — Teresa Smith  
 MIDVALE MIDDLE — Stephanie Monroe  
 MIDVALLEY ELEMENTARY — Brent Shaw  
 MOUNT JORDAN MIDDLE — Ben Simmons  
 OAK HOLLOW ELEMENTARY — Penny Armour  
 OAKDALE ELEMENTARY — Shannon Davidson

PARK LANE ELEMENTARY — Lindsay Felsted  
PERUVIAN PARK ELEMENTARY — Halley Kirk  
QUAIL HOLLOW ELEMENTARY — Kirstie Black  
RIDGECREST ELEMENTARY — Yen Ju Chen  
SANDY ELEMENTARY — Tracy Morris  
SILVER MESA ELEMENTARY — Amy Sandgren  
SOUTH PARK ACADEMY — Elizabeth Davies  
SPRUCEWOOD ELEMENTARY — Marlene Barbano  
SUNRISE ELEMENTARY — Shannon Broadhead  
UNION MIDDLE — Andrew Fosse  
WILLOW CANYON ELEMENTARY — Suzanne Mart  
WILLOW SPRINGS ELEMENTARY — Paige Mantle

- F. District Teacher of the Year Announced  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNRK6101A4>  
Andrew Fosse from Union Middle School won CSD Teacher of the Year.  
Runner ups were Stephanie Cobabe and Janice Spencer-Wise.
- G. Presentation -- Canyons Education Foundation  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNRS610DFD>
- H. Superintendent Jim Briscoe – Comments  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNRZ6114A4>
- I. Board of Education President Sherril Taylor – Comments  
<http://www.boarddocs.com/ut/canyons/Board.nsf/goto?open&id=ALLNS8611C7A>

8. Closing Items

- A. Adjourn at 9:10 pm

/dh

ATTEST \_\_\_\_\_ Board President  
Sherril Taylor

\_\_\_\_\_ Superintendent  
James Briscoe