



August 7, 2023

For Immediate Release

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## Utah State Board of Education Concludes Personnel Investigation

SALT LAKE CITY – The Utah State Board of Education (USBE) has concluded its analysis of several hotline complaints against Board Member Natalie Cline.

USBE's complaint process provides for an initial analysis by the Internal Audit Department, which does not make specific findings of fact or legal determinations and is not a determination of whether a particular board member did in fact violate Utah law, policy, bylaws, or injure the good name of the Board. The preliminary analysis may be followed by a more in-depth investigation when bylaw violations are in question ([USBE Policy 2005](#)). This step includes legal counsel engagement and Board member response. Finally, Board Leadership can take specified action or bring the matter to executive session, where evidence and input can be considered by the full Board for possible action ([USBE Policy 2005](#)).

**Taylorsville Library Complaint** — Due to the nature of a complaint regarding alleged statements about a USBE staff member at the Taylorsville Library on June 29, 2023, Board leadership requested additional investigation beyond the preliminary analysis, which included engagement by legal counsel and a request for response from Board Member Cline. The Board met twice last week to review the evidence and consider possible action. USBE takes seriously any report of improper conduct by its members, including allegations about statements that violate the privacy of staff members ([USBE Bylaws Article IV\(2\)](#)). In this matter, no additional action was taken due to a lack of sufficient evidence.

**Facebook Post Complaint** — Board Leadership responded to a post by Member Cline dated July 4, 2023, by exercising its own right to speak in a press release on July 13, 2023. As stated in [Article IV\(2\)](#) of the Board's bylaws, the Board acknowledges that its members have the right to speak under the First Amendment to the United States Constitution, including controversial speech on policy issues and speech that is critical of the government; but the Board also expects members to follow its Bylaws and use civility and accuracy in communication.

USBE regrets that inaccurate statements regarding the investigation and preliminary analysis in this matter during the confidential investigation led to premature conclusions and speculation regarding Board action.

USBE will continue to strengthen processes and policy to provide strong educational outcomes for Utah's children, working with the public and legislature.

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