

UTAH STATE BOARD OF EDUCATION MEETING MINUTES
September 6-7, 2018

UTAH STATE BOARD OF EDUCATION MEETING

A meeting of the Utah State Board of Education was held September 6, 2018 at the Utah State Board of Education building, 250 East 500 South, Salt Lake City, Utah. Chair Mark Huntsman presided.

Members Present:

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| Chair Mark Huntsman | Member Linda B. Hansen |
| First Vice Chair Brittney Cummins | Member Carol Barlow Lear |
| Second Vice Chair Alisa Ellis | Member Scott B. Neilson |
| Member Laura Belnap | Member Kathleen Riebe |
| Member Michelle Boulter | Member Spencer F. Stokes |
| Member Janet A. Cannon | Member Terryl Warner |
| Member Lisa Cummins | Member Joel Wright |
| Member Jennifer Graviet | |

Executive Staff Present:

Sydnee Dickson, State Superintendent
Scott Jones, Deputy Supt.
Patty Norman, Deputy Supt.
Angie Stallings, Deputy Supt.

Minutes taken by:

Lorraine Austin, Board Secretary

Others Present:

Melva Sine—Utah Restaurant Association; Karen Morgan—University of Utah Reading Clinic; Katy De Groote, student; Tracey M. Watson—Utah Education Association; Jared Wright, Deborah Candler—Salt Lake City School District; Carolyn Gough—Jordan School District; Cindy Davis; Fawn Morgan, Barbara Smith—School Library PALS; Jason Strate—Central Utah Educational Services; Christine Cooke—Sutherland Institute; Amie Campbell—Ogden Preparatory Academy; Rich Young—Pearson; Susie Scherer—Ranches Academy; Stephanie Archibald—Summit Academy; Emilie Wheeler, Darin Nielsen, Leah Voorhies, Natalie Grange, Zac Christensen, Debbie Davis, Jerry Record—USBE staff; Bryan Quesenberry—Attorney General’s Office

Call to Order

Chair Mark Huntsman called the meeting to order at 8:08 a.m.

Executive Session

MOTION was made by Member Belnap and seconded that the Board go into Executive Session for the purpose of discussing the character, professional competence, or physical or mental health of individuals.

Upon voice vote of Members Belnap, Boulter, Cannon, B. Cummins, L. Cummins, Ellis, Graviet, Hansen, Huntsman, Lear, Neilson, Riebe and Wright, the Board moved into closed Executive Session at 8:10 a.m.

Those attending included the Members above including Member Stokes, and Sydnee Dickson, Bryan Quesenberry, Emilie Wheeler, Lorraine Austin, and Ben Rasmussen.

MOTION was made by Member Riebe and seconded that the Board come out of Executive Session.

Motion carried. The Board came out of Executive Session at 9:02 a.m.

Opening Business

The Board reconvened in open meeting at 9:11 a.m. Member Spencer Stokes led those present in the Pledge of Allegiance.

Board Member Message

Member Scott Neilson welcomed the board by quoting George Washington Carver: "Education is the key to unlock the golden door to freedom." He voiced that the diversity on the Board is a tremendous asset, and expressed hope that the Board can be a resource and not a roadblock. He expressed optimism about America and the opportunity the Board has to make a tremendous difference in the lives of people.

Introduction of New Employees

The following new employees introduced themselves: Lindsay Jaynes, Brenda McMurtrey; Lisa Mclachlan; David Mackay; Leslie Evans; Teresa Davenport; Laurieann Thorpe; Casey Dupart, and Melanie Durfee.

Acknowledgment of Student Artwork

Educational Specialist Cathy Jensen informed the Board about the artwork hanging in the Board Room from elementary students in Salt Lake City School District.

Education Highlight

Brian Olmstead, Coordinator for Adult, Risk and Custody Programs, played a recording of poetry from a former Youth in Care (YIC) student. Mr. Olmstead, along with Educational Specialists Nic Shellabarger and Steve Kaelin, made a presentation about the YIC programs. They highlighted the work with the University of Utah Reading Clinic, and noted that there is very little turnover with YIC teachers. The Board was provided with copies of *Untold Stories Utah 2018, An Anthology of Narratives and Artwork by Utah Youth in Care*. [For additional details, see General Exhibit No. 301.]

Public Comment

Aaron Garrett, Washington Elementary School Community Council Chair - read a statement from Ashley Anderson about school grading and standardized testing, indicating that “this year’s grading moratorium demonstrates that a lack of school grading has not impeded families from gathering information about Utah’s schools.” Parents and families do not have strong support for standardized testing, and parents with students in schools like Washington Elementary are more concerned with climate studies for enrichment programs. School grading and assessment contributes to the ratio of socioeconomic segregation that negatively impacts the long-term outcomes for children. The Board was encouraged to lead the way to end school grading.

Jared Wright, Clayton Middle School Principal – spoke in support of a proposal that will go to the legislature to increase teacher librarians. Teacher librarians teach many things and increase the capacity of the entire building. He asked for the Board’s support for the proposal.

Carolyn Gough, Riverton High School – added her support for the teacher librarian proposal. She informed that in her school the teacher librarian is essentially an at-large teacher who can teach content, and that helps to reduce class size. Data is being gathered to determine

whether use of a teacher librarian can raise test scores. She encouraged the Board to support this project.

Debra Candler, Wasatch Elementary School Principal - supported having certified teacher librarians. At her school the librarian instills a love of reading, brings in authors, supports students, and supports teacher goals. The librarian also helps students find quality data and research to support topics they are studying.

Sara Jones, Utah Education Association – stated that UEA is committed to advocating for our students and strives to do this in partnership with the Board by engaging in policy discussions. As UEA raises questions about policy issues, it is in the spirit of collaboration. She thanked the Board for returning the two licensing rules to the committee for further discussion.

Karen Morgan, University of Utah Reading Clinic – reported that the Reading Clinic will be requesting some funding before the legislature, and would like an endorsement from the Board. A business case for \$525,000 for the clinic has been submitted. The additional funding would allow more students to be served through intervention services.

General Consent Calendar

Member Boulter requested that under item 4.3 Contract Review, contract USBE 190003MA with Lear & Lear be removed from the Consent Calendar.

Member Ellis requested that items 4.5 National Annual Dues, and item 4.8 Federal Grant Estimates ESSA Specific be removed from the Consent Calendar.

MOTION was made by Member Belnap and seconded that the Board approve the General Consent Calendar, as amended.

Motion carried unanimously.

General Consent Calendar

4.1 Approval of Minutes

The Board approved the minutes of its August 2-3, 2018 meetings. [For additional details, see General Exhibit No. 302.]

4.2 Contracts/Agreements for Approval

The Board approved the following agreements for contracts and agreements over \$100,000 with the following: Utah State University Center for Technical Assistance for Excellence in Special Education (TAESE); Utah Education and Telehealth Network; University of Utah; Utah Restaurant Association; Precision Exams; Utah Parent Center. [For additional details, see General Exhibit No. 303.]

4.3 Contracts/Agreements for Review

The Board was provided with the following contracts under \$100,000 for review: Utah State University; The University of Utah Education Policy Center; Harvard University; Utah Department of Health; contract template for CNP recipient agencies; Utah Department of Heritage and Arts; Lear & Lear. The Lear & Lear contract was removed for further discussion. [For additional details, see General Exhibit No. 303.]

4.4 NASBE Annual Dues

This item was removed for further discussion.

4.5 Voting on NASBE Bylaws, Chair-elect, and Western Area Director

The Board provided direction to its representative to the NASBE Delegate Assembly to vote in favor of the proposed Bylaws changes and to vote for Brooke Axiotis as the Chair-elect and Janet Cannon as the Western Area Director. [For additional details, see General Exhibit No. 304.]

4.6 Internal Data Requests

The Board approve amendments to the data sharing agreement with Dr. Ilana Urmansky and the data sharing agreement with Utahns Against Hunger. [For additional details, see General Exhibit No. 305.]

4.7 Federal Grant Estimates ESSA Specific for Review and Approval

This item was removed for further discussion.

4.8 CTE Approved Programs, SY 19-20

The Board approved the CTE programs, as provided, for the 2019-20 school year. [For additional details, see General Exhibit No. 306.]

4.9 List of Educator Licenses Processed

The Board was provided with a list of educator licenses and license areas processed in July 2018. [For additional details, see General Exhibit No. 307.]

Lear & Lear Contract

Member Boulter expressed concern about potential conflict of interest with the Lear & Lear contract and a Board member that is a partner.

Member Lear clarified that she is not a partner in Lear & Lear, but is an of-counsel attorney, and has stated on the face of the contract that she will not benefit from, neither will the law firm benefit from this particular contract. Two other individuals will benefit from the work.

Member Wright informed that as his firm competed for the contract he has a conflict of interest. He left the room and did not participate in the discussion or vote.

It was noted that under USBE Internal Policy 06-06, Board Authorization for Procurements, contracts under \$100,000 do not require approval by the Board.

MOTION made by Member Ellis and seconded that the Board disapprove the Lear & Lear contract due to potential conflicts of interest.

Board members questioned the consequences of disapproving a contract that has already been approved. Purchasing Agent Zac Christensen responded that there is in the terms and conditions of the contract a provision that the contract can be terminated within thirty days' notice.

Motion failed, with Members Belnap, Boulter, L. Cummins and Ellis in favor, and Members Cannon, B. Cummins, Gravier, Hansen, Huntsman, Neilson, Riebe and Stokes opposed. Member Lear abstained; Members Warner and Wright were absent.

National Association of State Boards of Education (NASBE) Dues

Member Ellis expressed that while she appreciates staff work this year to bring in more involvement from NASBE, she struggles to see the benefit and does not support paying the dues. She also noted that individuals that are not members of NASBE can still participate in NASBE conferences, with a slightly higher registration fee.

MOTION was made by Member Ellis and seconded that the Board remove themselves from NASBE membership by not paying the dues.

Members voiced that they were positive about membership in NASBE due to the opportunity to meet with school board members from across the country, receive resources for understanding the issues, and be part of the national school conversation. It was noted that NASBE is the only national organization for state boards of education and that if states drop out the organization cannot be sustained. Others expressed that nothing has been gained from being a member, that Utah's voice is not represented by NASBE, and that this is not a wise use of taxpayer funds.

Motion failed, with Members Boulter, L. Cummins, Ellis, Neilson and Wright in favor, and Members Belnap, B. Cummins, Cannon, Graviat, Hansen, Huntsman, Lear, Riebe and Stokes opposed. Member Warner absent.

MOTION was made by Member B. Cummins and seconded that the Board approve payment of the NASBE dues for 2019.

Motion carried, with Members Belnap, B. Cummins, Cannon, Graviat, Hansen, Huntsman, Lear, Riebe and Stokes in favor, and Members Boulter, L. Cummins, Ellis, Neilson and Wright opposed. Member Warner absent.

[For additional details, see General Exhibit No. 308.]

Federal Grants for ESSA Process

Member Ellis explained that she pulled this item off the Consent Calendar as she is concerned that the Board is putting federal grants in the budget for legislative approval prior to the Board agreeing to the terms of those grants. She questioned whether after a grant application is approved by the Board it will go back to the legislature for approval again.

Deputy Superintendent Jones responded that the Board must provide budget estimates to the legislature for FY2020, and this is part of the estimation process. The grant estimates typically are placed in the base budget bill. Also, part of the Board's obligation is to ensure that none of these grants supplant state funds, but all are specific to supplementing state funding direction for public education. He reported that federal grants supplement state funding at approximately \$120 million.

It was noted that USBE Internal Policy 03-01 governs the way employees submit grant application requests, and the process is different for reauthorizations of grants and new grants.

Member Ellis suggested that the Board may want to consider treating funds under the Elementary and Secondary Education Act differently; although the funds are a reauthorization, the Act may change under every new U.S. president, and the grant terms may change.

MOTION was made by Member Hansen and seconded that the Board approve the federal grant estimates as provided.

Motion carried, with Member Ellis opposed; Member Warner absent. [For additional details, see General Exhibit No. 309.]

Board Policy 2001—Board Member Compensation, Attachment 1

It is required in Utah Code and Board policy that the Board identify its meetings eligible for per diem pay. These meetings are listed in Attachment 1 of Board Policy 2001.

MOTION was made by Member Belnap and seconded that the Board amend Board Policy 2001 Attachment 1 to add the School Safety Advisory Committee and USBE IT Governance Council, and remove those committees whose work has ended.

Motion carried, with Members Belnap, Cannon, L. Cummins, Graviet, Hansen, Lear, Neilson, Riebe, Warner and Wright in favor, and Members Boulter, B. Cummins, Ellis and Huntsman opposed. Member Stokes absent. [For additional details, see General Exhibit No. 310.]

Monthly Budget Report

Deputy Superintendent Jones reviewed the online budget report. He stated that the Board is fiscally sound and can meet its commitments now and into the future.

Finance Director Deborah Jacobsen reviewed the discretionary fund.

MOTION was made by Member Riebe and seconded that the Board set aside \$200,000 for USBE contingency and \$110,000 for legal contingency in the discretionary fund.

Motion carried unanimously. [For additional details, see General Exhibit No. 311.]

Audit Committee Report

Committee Chair Alisa Ellis reported that there are no recommendations for the Board from the Audit Committee.

Audit Director Debbie Davis reviewed a quarterly audit performance report for the Board.

Law and Licensing Committee Report/Recommendations

Committee Chair Michelle Boulter reported on the following items from the August 3, 2018 committee meeting. Information on items not reported are included in the exhibit to the meeting summary. [For additional details, see General Exhibit No. 312.]

Board Policy 5008, Student Advisory Council

The Committee discussed formation of a student advisory council and reviewed Policy 5008 drafted by staff.

MOTION from Committee that the Board approve Board Policy 5008, Student Advisory Council.

Reservations were expressed concerning forming another committee for Board staff to manage, and it was suggested the council be done as a pilot.

Other Board members were positive about the opportunity for students to have a voice and the benefits to the students and the Board.

Motion carried unanimously. [For additional details, see General Exhibit No. 313.]

R277-510 Educator Licensing – Highly Qualified Assignment

Repeal of R277-510 was recommended by staff as the rule contains requirements from the former No Child Left Behind Act. The Committee approved repealing the rule on first reading.

MOTION from Committee that the Board repeal R277-510 *Educator Licensing – Highly Qualified Assignment*, on second and final reading.

Motion carried unanimously. [For additional details, see General Exhibit No. 314.]

R277-509 Licensure of Student Teachers and Interns

The Committee reviewed a proposed amendment to the rule to implement a sunset date of July 1, 2010, since the rule will become obsolete after the Board implements the new licensing structure. The Committee approved R277-509, Draft 1, on first reading.

MOTION from Committee that the Board approve R277-509 *Licensure of Student Teachers and Interns*, Draft 1, on second and final reading.

It was noted that the Board's attorney was asked in the committee meeting whether State Risk Management would cover anyone under the Associate License. Assistant Attorney General Bryan Quesenberry responded that he hasn't heard from Risk Management relative to that issue.

Without objection, the rule was referred back to the committee until the information is received.

[For additional details, see General Exhibit No. 315.]

R277-708 Enhancement for At-Risk Students

R277-708 was amended in response to S.B. 145 *School Funding Revisions*, H.B. 132 *Juvenile Justice Modifications*, and S.B. 2 *Public Education Budget Amendments* from the 2018 Legislative Session. The Committee made additional amendments to the rule and approved R277-708, Draft 1, as amended, on first reading.

MOTION from Committee that the Board approve R277-708 *Enhancement for At-Risk Students*, Draft 2, on second and final reading.

Deputy Superintendent Angie Stallings reported that since the committee meeting two issues concerning the rule were raised which have been added to Draft 3 of the rule. She and Educational Coordinator Brian Olmstead explained the changes in Draft 3.

MOTION TO AMEND was made by Member B. Cummins and seconded that the Board approve R277-708, Draft 3, on second and final reading.

Motion to amend carried.

Motion carried unanimously. [For additional details, see General Exhibit No. 316.]

R277-106 Utah Professional Practices Advisory Commission Appointment Process

Member Stokes reviewed with the Committee his proposed amendment to R277-106 that would remove the requirement for the Superintendent to solicit recommendations from the Board prior to making UPPAC appointments. The change would create a separation between UPPAC and the Board in order to avoid a conflict of interest.

The Committee approved R277-106, Draft 1, on first reading.

MOTION from Committee that the Board approve R277-106 *Utah Professional Practices Advisory Commission Appointment Process*, Draft 1, on second and final reading.

Motion carried unanimously. [For additional details, see General Exhibit No. 317.]

R277-487 Public School Data Confidentiality and Disclosure (Amendment)

It was noted that this rule is going back to the Committee for further work.

Data Sharing Agreements (External Requests)

MOTION from Committee that the Board approve the data request from Martin F. Lukens for EdChoice. Motion carried unanimously.

MOTION from Committee that the Board deny Henry Miller's data request for The College Monk. Motion carried unanimously.

MOTION from Committee that the Board approve the data request from Shelli Barnum. Motion carried unanimously.

MOTION from Committee that the Board deny the data request by Steve Christensen for Brigham Young University.

Committee Chair Boulter indicated that the Committee recommended denial of the request because it included email addresses for all inactive educators.

Some other members expressed that the research would provide valuable information and questioned if there are alternative means to obtain that data. It was also suggested the research could be done in coordination with the Board.

Chief Privacy Officer Whitney Phillips responded that Mr. Christensen is aware of the issue and may bring an amended request back.

Motion carried. [For additional details, see General Exhibit No. 318.]

Finance Committee Report/Recommendations

Committee Chair Joel Wright reported on the following items from the August 3, 2018 committee meeting. Information on items not reported will be included in the meeting summary exhibit. [For additional details, see General Exhibit No. 319.]

Regional Service Center Presentations and Budget Approvals

The Committee heard reports from the following regional services centers: Central Utah Educational Services, Southwest Educational Development Center, Northeastern Utah Education Service Center and Southeast Educational Service Center. The Committee also reviewed the requirement in R277-706-4 that specifies the Board shall distribute funds, if provided by the Legislature, in equal amounts to eligible regional service centers.

MOTION from Committee that the Board approve equal distribution of the \$2,000,000 allocation to the regional service centers.

Motion carried unanimously. [For additional details, see General Exhibit No. 320.]

R277-108 Annual Assurance of Compliance by Local School Boards

The Committee reviewed proposed amendments to R277-108 to codify the current practice for the annual assurance of compliance of LEAs with state and federal law. The Committee approved R277-108, Draft 1, on first reading.

MOTION from Committee that the Board approve *R277-108 Annual Assurance of Compliance by Local School Boards*, Draft 1, on second and final reading.

Motion carried unanimously. [For additional details, see General Exhibit No. 321.]

To/From Pupil Transportation Workgroup Recommendations

Staff, utilizing the Transportation Advisory Group (TAC), was directed by the Finance Committee to address a request from the Legislature to make recommendations to the Public Education Appropriations Subcommittee on how to measure 85 percent of eligible transportation costs so they can be consistently applied and replicated in future years.

The following recommendations were reviewed and approved by the Committee:

- Recommendation #1: That the State Board of Education forward the proposed appropriation calculation to the Public Education Appropriations Subcommittee for recommendation. Adoption would require legislation to implement.
- Recommendation #2: A portion of the To/From School Pupil Transportation formula was corrected which appeared to exclude a portion of benefit costs statewide that should have been included as eligible transportation expenditures. This was corrected and applied to the FY 2019 distribution formula. No further action is required.
- Recommendation #3: That TAC be utilized to further discuss some concerns brought up by this workgroup regarding eligibility of routes and interpretations of current transportation USBE rule and practice. These will be the topics of future TAC meetings over the next year.
- Recommendation #4: That the Board request authorization to obligate carryover funds from the discontinued Grants for Unsafe Routes program to implement an online reporting system for student transportation data.

MOTION from Committee that the Board approve all four recommendations from the To/From School Pupil Transportation Report.

Motion carried unanimously. [For additional details, see General Exhibit No. 322.]

Standards and Assessment Committee Report/Recommendations

Committee Chair Janet Cannon reported on the following items from the August 3, 2018 committee meeting. Information on items not reported are included in the meeting summary exhibit. [For additional details, see General Exhibit No. 323.]

R277-527 International Guest Teachers

Rule R277-527, Draft 1, was brought to the committee to comply with the five-year review requirement in the Administrative Rulemaking Act. Amendments were made to conform to recodification, but no other substantive changes were made.

Several amendments were proposed by Committee members. In addition, Member Lear voiced concern regarding the inefficacy of background checks for individuals who have just

entered the country. Additional information was requested from committee members and the rule was referred back to Committee.

Committee Chair Cannon indicated that since that time Member Lear's concerns have been resolved and the proposed amendments have been incorporated into Draft 3 of the rule.

MOTION was made by Member Cannon and seconded that the Board approve and continue R277-527, Draft 3, on second and final reading.

Policy Analyst Jeff VanHulten reported that staff did an extensive search on background checks for international teachers, and the background checks used are those required as part of the Visa process. Deputy Superintendent Stallings also reported on a question concerning UPPAC referrals of international guest teachers, and indicated there has been one case.

A concern was expressed that there may be differences in what is culturally appropriate in one country and in the United States. Superintendent Dickson responded that the guest teachers are given acculturation training before beginning and continued professional development.

Motion carried unanimously. [For additional details, see General Exhibit No. 324.]

R277-412 State Capitol Visit Program

The Committee reviewed R277-412 in accordance with the five-year review requirement in the Administrative Rulemaking Act. The Committee approved the continuation of the rule on first reading.

MOTION from Committee that the Board approve continuation of R277-412 on second and final reading.

It was noted that staff will reach out to the legislature to repeal that section of code since there is no longer funding for the program.

Motion carried unanimously. [For additional details, see General Exhibit No. 325.]

R277-474 School Instruction and Human Sexuality

The Committee reviewed proposed amendments to the rule made as a result of H.B. 286 *Reproductive Education Amendments* from the 2018 Legislative Session. The Committee approved R277-474, Draft 3, on first reading.

MOTION from Committee that the Board approve R277-474, Draft 3, on second and final reading.

Motion carried. [For additional details, see General Exhibit No. 326.]

Parental Exclusion from State Assessments Form

The Committee reviewed proposed changes to the Parental Exclusion from State Assessments Form, including changes from the SAGE to RISE summative assessment. The Committee approved the updated form.

MOTION from Committee that the Board approve the changes to the Parental Exclusion from State Assessments Form.

MOTION TO AMEND was made by Member Ellis and seconded that the KEEP (Kindergarten Entry and Exit Program) test be added to the form.

Member Ellis noted that the test is optional for districts, but there is no opt out provision for parents. She voiced that as it is a state funded test and virtually all schools are participating, it should be added to the form.

Deputy Superintendent Stallings explained that the KEEP assessment is required for local education agency (LEA) participation in certain programs including Early Intervention, Kindergarten Supplemental Enrichment Program, K-3 Reading Software, and High Quality School Readiness Expansion, and if the LEA accepts the money for the program, it must measure student progress and administer the KEEP assessment. Staff felt it wasn't necessary to include it on the exclusion form because it doesn't meet the parental exclusion requirements in Utah Code 53G-6-801.

It was noted that even if the assessment is not listed on the form, parents could still request that their children not participate. It was also suggested that having the test on the form could be confusing, as if it is on the form parents may think they can't opt their children out of kindergarten, which is allowed.

Board member concerns were voiced, including that parents don't need LEA permission to opt their children out of anything and that USBE staff have indicated to LEAs that KEEP is not an assessment from which parents can opt out. Deputy Superintendent Stallings suggested there may be confusion in emails sent concerning

what is legally required and opting out. Other Board members expressed concern that if the evaluation data isn't clear due to high opt out, funding for those programs could be at risk.

Superintendent Dickson indicated that better communications between staff and LEAs will be made.

Motion to amend failed, with Members Belnap, Boulter, L. Cummins, Ellis, Neilson, Warner and Wright in favor, and Members Cannon, B. Cummins, Graviet, Hansen, Huntsman, Lear and Riebe opposed; Member Stokes absent.

Board members questioned why the 24-hour period for submitting the form has been added. Deputy Superintendent Patty Norman responded that the 24-hour request was added to ensure that students opting out will not have any exposure to the test and that a plan is in place for those students. It is intended as a protocol to help parents and the school. Parents can still opt their children out the day of the test. Assistant Superintendent Nielsen reported he will include in the weekly communications with assessment directors more information about opting out the day of the test.

Motion carried, with Members Belnap, Cannon, B. Cummins, Graviet, Hansen, Huntsman, Lear, Neilson, Riebe, Warner and Wright in favor, and Members Boulter, L. Cummins and Ellis opposed; Member Stokes absent.

[For additional details, see General Exhibit No. 327.]

UPPAC Procedures Review

Assistant Attorney General Bryan Quesenberry briefed the Board that the proposed UPPAC procedures review stems from the Kohler and Furness settlements which requires a neutral review task force. Recommendations from the task force will come to the Board for action.

MOTION was made by Member Riebe and seconded that the Board approve the proposal to conduct a neutral review of UPPAC as outlined in the Kohler and Furness settlement agreements, form a UPPAC review task force consisting of seven to eleven members, and authorize the Chair to appoint members to this task force.

Members requested that the task force consider the idea of granting those who receive UPPAC discipline some kind of consideration for time served as they've waited for the process.

Motion carried; Member Stokes absent. [For additional details, see General Exhibit No. 328.]

Superintendent's Report

Superintendent Sydnee Dickson reported on the following:

- Schools have made substantial gains in the uniform growth goals for K-3 reading.
- USBE staff have been working with the Department of Health on the Sharps Survey, and the survey has been changed due to staff suggestions.
- Arrangements for the Superintendent's Fall Listening Tour are being finalized. She encouraged Board members to attend with her when possible.
- The federal Office of Special Education closed an audit of Utah Special Education programs issued last year, and the issue of internal controls that was identified in the audit has been satisfied.
- Envision Utah has been working to address the teacher shortage, and USBE staff have been at the table for those discussion. Superintendent Dickson will make comments at a press conference on September 12 with Governor Herbert and the Utah Teacher of the Year.

Executive Session Action Items

Actions on Educator Licenses

MOTION was made by Member Belnap and seconded that the Board accept the recommendation of the Utah Professional Practices Advisory Commission (UPPAC) in Case No. 18-17 to clear the background check.

Motion failed, with Members Cannon, B. Cummins, Graviet, Lear and Riebe in favor, and Members Belnap, Boulter, L. Cummins, Ellis, Hansen, Huntsman, Neilson, Warner and Wright opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that in Case No. 18-17 the Board direct its attorney to prepare and articulate the findings.

MOTION TO AMEND was made by Member Lear and seconded that as part of the review the individual be invited to address the Board.

Motion to amend failed, with Members B. Cummins, Cannon, Gravier, Lear, Riebe and Warner in favor, and Members Belnap, Boulter, L. Cummins, Ellis, Hansen, Huntsman, Neilson and Wright opposed.

Motion carried, with Members Belnap, Boulter, B. Cummins, L. Cummins, Ellis, Hansen, Huntsman, Neilson, Riebe, Warner and Wright in favor, and Members Cannon, Lear and Gravier opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 02-590 to reinstate the individual's Level 1 Secondary Education license.

Motion carried; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 16-1331 and reinstate the individual's Level 1 Elementary Education license.

Motion carried, with Member Belnap opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 17-1407 to suspend the individual's Level 2 Secondary Education license for a period of no less than six years in accordance with the Default Order.

Motion carried, with Members Belnap and Ellis opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 17-1444 to suspend the individual's Level 2 Early Childhood, Elementary Education license for a period of no less than two years consistent with the hearing report.

Motion carried, with Members Belnap, Boulter and Ellis opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 17-1464 to suspend the individual's Level 2 Secondary Education license for no less than one year consistent with the Consent to Discipline.

Motion carried, with Member Neilson opposed; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC recommendation in Case No. 18-1518 to hold in abeyance the individual's Level 1 School Social Worker license until the individual can show good standing with the Division of Occupational and Professional Licensing (DOPL).

Board Member Lear recused herself due to a conflict of interest.

Motion carried, with Member Lear abstaining; Member Stokes absent.

MOTION was made by Member Belnap and seconded that the Board accept the UPPAC Consent Calendar with Case No. 18-177 removed due to new information received on the case today.

It was noted that the individual will have an opportunity to respond to the new information.

Motion carried; Member Stokes absent.

[For additional details, see General Exhibit No. 329.]

ACEESS Appointment

MOTION was made by Member Belnap and seconded that the Board appoint John Arthur to the USBE Advisory Committee on Equity of Educational Services for Students (ACEESS), representing Asian Americans.

Motion carried unanimously; Member Stokes absent.

USBE Eliminating Barriers to Educational Excellence Task Force Report/Recommendations

Task Force Chair Alisa Ellis reported on the work of the task force over the past year, including sending out a survey to identify some of the things educators see as the biggest barriers to education. Staff hosted meetings in the summer to take an in-depth look at the

barriers identified, and following those meetings, the Task Force prepared recommendations for the Board.

MOTION from the Task Force that the Board direct staff to reach out to a legislator and request that a bill file be opened to address staff recommendations 1 through 4 as follows:

1. Amend all age specific definitional references tied to absences and truancies to read as grade level references instead of age.
2. Amend the definitions of “absence,” truancy,” etc. to have two separate applications: one for the elementary school setting and one for the secondary school setting.
3. Amend the definitions of “absent,” “absence,” etc. to provide clarity in determining when a student is considered absent in relation to partial attendance.
4. Amend the current definitions to align language to the restorative justice language required by H.B. 239 *Financial Literacy Amendments* and H.B. 132 *Juvenile Justice Modifications* from the 2018 legislative session.

Motion carried; Member Stokes absent.

MOTION from the Task force that the Board direct staff to prepare amendments to Board rule and data reporting business rules to require LEA student absence data to be reported in a way to differentiate excused and unexcused absences.

Motion carried; Member Stokes absent.

MOTION from the Task Force that the Standards and Assessment Committee’s study of additional indicators to calculate the school’s performance for alternative schools be expanded to include a consideration of whether schools in turnaround status that aren’t necessarily “alternative” should also be allowed additional indicators to calculate the school’s performance, which may result in potential legislative or Board rule changes.

Motion carried; Member Stokes absent.

MOTION from the Task Force that the Board adopt the following resolution:

Whereas, the Utah Supreme Court has stated, “We conclude that the right of a parent not to be deprived of parental rights without a showing of unfitness, abandonment, or

substantial neglect is . . . so basic to our constitutional order that it ranks among those rights referred to in . . . the [Utah and the] United States Constitution as being retained by the people.”

Whereas, determining the value of a state-mandated test is most definitely not a showing of unfitness by a parent;

Therefore, we move that the USBE support the legislators in fulfilling their oath to defend those parental rights, which are fundamental rights retained by the people, by retaining current statutes protecting parental rights, including the primacy of parents in their child’s education and the right to opt their child out of tests and assignments as they see fit.

We also move that a copy of this motion be given to each legislator and that USBE staff be instructed to actively support this effort.

Some Board members expressed that though they support and value parents and their ability and responsibility to direct their children’s education, the resolution may not encompass the rights of all parents, or consider children’s rights.

MOTION was made by Member Belnap and seconded that the resolution be referred to a committee for further discussion and work.

Member Ellis stated that the resolution recognizes there are cases of parental abuse, and in no way is intended to protect parents that are abusive. She brought the resolution to the Task Force and wants strong language.

Motion to refer to committee carried, with Members B. Cummins, Cannon, Graviet, Hansen, Huntsman, Lear, Riebe and Warner in favor, and Members Belnap, Boulter, L. Cummins, Ellis, Neilson and Wright opposed; Member Stokes absent.

MOTION from the Task Force that the Board create a task force to look at the best way to meet the needs of English Learner (EL) students in the state, including options to provide more flexibility for EL students, such as extended time in the public education system or more concentrated time for support and interventions.

Board Member concerns were expressed that it is a local issue and more problems could be created, such as the negative effects of not promoting students.

Member B. Cummins indicated she brought the recommendation to the Task Force after observing the flexible situation in Finland where language learners coming into the country are

given extra time in the system to learn the language, and then complete high school. It may not be the answer for Utah, but is something the task force could consider.

Motion carried; Member Stokes absent.

MOTION from the Task Force that the Board direct staff to amend board rules to define the terms: "Audit," "Monitor," "Evaluate," "Review," and "Oversight," in R277-100, make the use of those terms consistent throughout the Board's rules, and bring the rule amendments to the appropriate standing committee.

Motion carried; Member Stokes absent.

MOTION from the Task Force that the Eliminating Barriers Task Force close its work, and staff prepare language to incorporate into a Board policy, Board Bylaws, or Board rule, the mission of the Eliminating Barriers Task Force to ensure excellence in education as a focal point in decision making, including ensuring that staff and *the community* [added without objection] is aware they have the ability to bring barriers to excellence in education to the attention of the Board for discussion in a Board standing committee.

Motion carried unanimously.

MOTION from the Task Force that staff obtain Board approval before creating additional requirements to a program.

It was clarified that the intent of the motion is to communicate to staff that they can't increase the scope of Board rule for a program by adding programmatic requirements for LEAs without including the requirement in the rule.

Motion carried, with Member Huntsman opposed; Member Stokes absent.

Chair Huntsman thanked the Board members and staff that served on the Task Force and expressed appreciation for the work that was done.

[For additional details, see General Exhibit No. 330.]

Strategic Plan

In its July meeting, the Board created a draft mission, vision, and goals for its Strategic Plan and directed that they be sent out for public comment. Superintendent Dickson reviewed

the outreach to the public and the public feedback. As a result of the feedback, recommended revisions to the statements were presented.

Proposed Vision Statement: *All Utah students are prepared to succeed and lead by having the knowledge and skills to learn, engage civically, and lead productive and meaningful lives.*

MOTION was made by Member B. Cummins and seconded that the Board amend the proposed Vision Statement to read: “Upon completion, all Utah students are prepared to succeed and lead by having the knowledge and skills to autonomously learn, engage civically, and lead personally meaningful lives.”

MOTION TO AMEND was made by Member Riebe and seconded that the Vision Statement read: “All students are provided with the tools they need to achieve their goals.”

Motion to amend failed, with Members Boulter, Ellis, Neilson, Riebe, Warner and Wright in favor, and Members Belnap, Cannon, B. Cummins, L. Cummins, Graviet, Hansen, Huntsman and Lear opposed.

Motion carried, with Member Cannon opposed.

Proposed Mission Statement: *The Utah State Board of Education leads by creating conditions for student success. We do so by developing policy, advocating for targeted resources, and providing effective oversight and support.*

MOTION was made by Member B. Cummins and seconded that the Board amend the Mission Statement to read: “The USBE leads by creating the conditions for student success by establishing minimum academic standards, advancing student centered policy, advocating for needed resources, and providing transparency, oversight, and support.”

MOTION TO AMEND was made by Member Ellis and seconded that the mission statement read: “The Utah State Board of Education leads by creating the conditions for student success by establishing minimum academic standards, advancing policy, advocating for needed resource, and providing transparency, oversight and support.

Motion to amend failed, with Members Boulter, L. Cummins, Ellis and Wright in favor and all others opposed.

Motion failed, with Members Belnap, B. Cummins, L. Cummins, Hansen, Stokes, Warner and Wright in favor, and Members Boulter, Cannon, Ellis, Gravier, Huntsman, Lear, Neilson and Riebe opposed.

MOTION was made by Member Ellis and seconded that the proposed Mission Statement be amended to read: "The USBE leads by creating conditions for student success: advocating for necessary resources, developing policy, and providing effective oversight and support."

Motion carried unanimously.

Proposed Early Learning Goal: *Each student starts strong with a foundation in literacy and numeracy.*

MOTION was made by Member B. Cummins and seconded that the proposed Early Learning Goal be amended to read: "Early Learning - Each student starts strong through early grades with a foundation in literacy and numeracy."

Motion carried; Member Neilson absent.

Proposed Individualized Teaching and Learning Goal: *Each student and educator has access to personalized teaching and learning experiences.*

The word, "personalized" was replaced with "individualized" upon the recommendation of staff.

MOTION was made by Member B. Cummins that the Board approve the proposed Individualized Teaching and Learning goal.

Motion carried; Member Neilson absent.

Proposed Safe and Healthy Schools Goal: *Each student learns in a safe and healthy school environment.*

MOTION was made by Member B. Cummins and seconded that the Board approve the Safe and Healthy Schools goal.

Motion carried; Member Neilson absent.

Proposed Effective Teacher Leaders Goal: *Each student is taught by an effective teacher who is supported by an effective school leader.*

MOTION was made by Member Belnap and seconded that that Board approve the Effective Teacher Leaders goal to read as follows: “Each student is taught by effective educators who are supported by effective school leaders.”

Motion carried unanimously; Member Neilson absent.

[For additional details, see General Exhibit No. 331.]

Every Student Succeeds Act (ESSA) Plan

MOTION was made by Member Ellis and seconded that this item be postponed until the October meeting and placed near the beginning of the agenda.

Motion carried; Members Neilson and Warner absent. [For additional details, see General Exhibit No. 332.]

FY 20 Budget Priorities

Chair Huntsman welcomed individuals invited to provide information from local education agencies on funding levels that would be beneficial to them. Those introduced were Susie Scherer, Principal, The Ranches Charter School; Reid Newey, Superintendent, Davis School District; Amie Campbell, Principal, Ogden Preparatory Academy; Jerre Holmes, Superintendent, North Summit School District; Leon Wilcox, Business Administrator, Canyons School District; and Stephanie Archibald, Business Administrator, Summit Academy.

Superintendent Holmes reported that the Joint Legislative Council (members of the Utah School Superintendents Association, Utah School Boards Association, and Utah Association of School Business Officials) met in June and August and developed a proposal to request a 5.5 percent increase in the value of the Weighted Pupil Unit (WPU) in the upcoming legislative session. The recommendation comes with a lot of thought and time spent.

The panel members responded to the 5.5 percent recommendation.

Amie Campbell – has spoken with other charter schools about how the increase would be spent and they listed increased teacher salary for retention and recruitment; professional

development and training; address students with greater needs; English Learner certification for teachers; digital learning and technology programs of innovation; reading readiness.

Susie Scherer – the most impactful use of the increase would be to have a lower student/teacher ratio and hire teaching assistants in classrooms that need more support.

Stephanie Archibald – since the Summit Academy has used WPU money in the past to build campuses, offer retirement benefits, and refinance schools, the increase could be used for teacher salary, teacher development, curriculum, and technology.

Jerre Holmes – the increase would allow more flexibility for districts. There is a need to hire therapists, nurses, mental health professionals, and to address school safety structural needs.

Leon Wilcox – the increased flexibility would allow his district to increase the starting teacher salary, add more emotional behavior support into schools, and improve safety.

Reid Newey - for a large district, scaling becomes difficult and the 5.5 percent increase isn't a straight across push in salary. The increase is needed to address safety and security, including adding physical security features to schools; personnel costs with prevention and intervention services; increases for auxiliary services, such as bus drivers. Superintendent Newey pointed out that schools compete against Utah's economy for teacher retention, and teachers aren't seeing the increase other industries are seeing.

Superintendent Dickson thanked these school leaders for their input and commended them for their transparency.

Ben Leishman, Legislative Fiscal Analyst, was invited to provide information about the implications of H.B. 293 *Tax Balancing Revisions* from the 2018 Legislative Session. He explained that the bill tied a property tax increase to future WPU value increases in order to maintain the same percentage contribution of local funds to the basic school program as the prior year. Right now it is approximately an 85/15 split between state funds and local funds; as the WPU value is increased, approximately 15 percent of that dollar value amount would then come from increasing the basic levy that all school districts charge on property owners within their jurisdiction, in order to recoup that money and that contribution level to the Minimum School Program.

There are other statutory provisions within H.B. 293 that then redirect that money to the Teacher and Student Success Account; i.e. because locals are contributing more, the excess money is transferred to that account to be distributed in a different manner, which has yet to be determined. It is unseen at this point how that link to WPU value and property tax changes may affect those decisions with the legislature in the future.

Mr. Leishman further explained that the money from the changes in H.B. 293 was transferred to the restricted fund on an ongoing basis after the 2018 legislative session. The legislature then appropriated from that fund to the flexible allocation on a one-time basis. The ongoing money is still there and available, however, since the legislature wasn't able to complete negotiations on how to spend the Teacher and Student Success Account money long term they will have to work on it in the next legislative session. The legislature didn't want to set an expectation that the money in the flexible allocation would be ongoing, which would, in effect, tie the distribution of that money for many years; setting it as a one-time appropriation lets the LEAs know that changes may happen to that funding and distribution may change in FY 2020.

Deputy Superintendent Jones requested that the Board give staff further direction on developing the budget proposals on growth and the WPU percentage, as it is required that the Board submit a budget to the Governor Office.

MOTION was made by Member Riebe and seconded that the Board request a 5.5 percent increase in the Weighted Pupil Unit (WPU).

It was emphasized that the percentage is a place holder number and could be negotiable.

Motion carried; Members L. Cummins, Ellis, Lear, Neilson, Stokes and Warner absent.

MOTION was made by Member Riebe and seconded that that Board request 1.2 percent growth funding (as a placeholder).

Motion carried; Members Ellis, Lear, Neilson, Stokes and Warner absent.

MOTION was made by Member Hansen and seconded that the Board direct staff to work on a business case for the University of Utah Reading Clinic.

Motion carried; Members Lear, Neilson, Stokes and Warner absent.

MOTION was made Member L. Cummins and seconded that the Board direct staff to prepare a business case on teacher librarians.

A Board member concern was voiced that the amount proposed is so small it would only affect 25 schools. It was suggested it be designated for one-time money for a three-year pilot.

Member Ellis requested that during the business case development, staff also show what the funding would be like if the percentage requested was added to the WPU.

Motion carried; Members Hansen, Lear, Neilson, Stokes and Warner absent.

MOTION was made by Member Riebe and seconded that the Board direct staff to develop a business case for school nurses.

Motion carried, with Member L. Cummins opposed; Members Hansen, Lear, Neilson, Stokes and Warner absent.

[For additional details, see General Exhibit No. 333.]

Board Chair's Report

Chair Huntsman thanked Board members for their work, patience and diligence. He requested that Board members prepare for Board meetings by having motions prepared, and indicated that the superintendency and staff are available to assist.

Board Member Comments

Member Belnap gave thanks to the Board Members' significant others for loving them and allowing them to do this work.

Adjournment

MOTION was made by Member L. Cummins and seconded that the meeting adjourn. Motion carried. The meeting adjourned at 5:54 p.m.

STUDY SESSION

A study session of the Utah State Board of Education was held September 7, 2018 at the Utah State Board of Education Building, 250 East 500 South, Salt Lake City, Utah. Chair Mark Huntsman presided.

Members present included Chair Mark Huntsman, First Vice Chair Brittney Cummins, Second Vice Chair Alisa Ellis, and Members Michelle Boulter, Janet Cannon, Jennifer Graviet, Kathleen Riebe and Terryl Warner.

Others present included Sydnee Dickson, Patty Norman, Debbie Davis, Lillian Tsosie-Jensen, Leah Voorhies, Cathy Davis—USBE staff; Royce Van Tassell—Utah Association of Public Charter Schools; Tracey Watson—Utah Education Association; Dr. Doug Gray, University of Utah; Kim Meyers—Division of Substance Abuse and Mental Health; Molly McLish.

Chair Mark Huntsman called the meeting to order at 1:28 p.m.

Suicide Prevention

Superintendent Dickson introduced the topic of suicide prevention and acknowledged that it is hard talk about, but so necessary. She noted that she sits on the Lt. Governor's Suicide Prevention Task Force, and considers it an honor and privilege. She expressed appreciation to the Board for dedicating staff to this area as well.

Board Member Warner shared facts about suicide in Utah, including that Utah ranks fifth in the nation for youths between 10 and 17 dying by suicide, and that youth rates of death by suicide have tripled since 2007 in the state. She announced that Lt. Governor Cox has invited the Board, along with other groups, to participate in the Utah Weekend of Prayer for Suicide Prevention.

Board Member Warner moderated a panel to discuss issues surrounding suicide. Panel members introduced themselves and shared their experiences with suicide and suicide prevention.

Dr. Doug Gray, Professor of Psychiatry, University of Utah – volunteers his time toward suicide prevention and has developed an amazing team including panelists Kim Meyers and Cathy Davis. He noted that Utah and surrounding states have similar suicide rates, and there are studies to indicate that high altitudes affect the brain and depression. He stated that when

parents pinpoint reasons their child has died by suicide there are many pieces to the puzzle, and generally one final piece that tips the scale. The main culprits are mental illness or substance abuse, and the combination is deadly. Firearm availability is also a major contributor, and in Utah gun advocates are working with other organizations to ensure children don't have access to firearms.

Those that attempt suicide and those that complete suicide are different groups, with males having the highest rate of completion and females the highest attempters; there is a question on how to split resources to help both groups.

Kim Meyers, Suicide and Crisis Services Administrator, State Division of Substance Abuse and Mental Health - shared information on Utah Suicide Prevention Plan, with the ultimate goal being zero suicides. Process matters in how strategies are carried out, and the plan points out the importance of monitoring Utah data. There are strategies in the plan to include using community coalitions to bring stakeholders together to address the problem, using a strategic prevention framework for comprehensive needs assessment and to bring forth key leaders in the community to help plan and create buy-in and implement strategies that are based in research, and conducting ongoing evaluation to increase capacity.

There have been very troubling increases over the past decade in youth death by suicide and attempts and those need to be explained, particularly increases over the last ten years. There are much higher rates in the LGBTQ community.

Molly McLish, parent of teenager who died by suicide – shared that her daughter's depression started when she realized she was a lesbian. Her daughter was surrounded with adults that loved and supported her, both personally, and professionally through therapy; however, as soon as her daughter entered middle school she encountered a toxic environment. She was told multiple times to kill herself—and that was the tipping point for her. When Ms. McLish read her daughter's journals after she died, she discovered her daughter felt that she was a monster and unlovable because of what she encountered in school.

Ms. McLish shared with the Board an analogy of a buoy, and that gay children in the state are drowning and the buoy of social environment is not there for them. For children who are gay there is no message of hope, love or value. She stated that once children hit 5th grade, the buoy of social environment in schools is more important than other environments. Children

need to know they will be protected in schools and can go to an adult in the school for help. The more the school does to create an environment of love for these children, that will also help the families that are rejecting them and the community. Social media also needs to be addressed, along with the frequency teachers are trained in suicide prevention.

Ms. McLish referenced information she sent to the Board of necessary components and encouraged Board members to consider them. She praised her school district for changing its policies, including a matrix that is much clearer and doesn't allow for as much variance for administrators to give consequences, and giving mandatory LGBTQ training. One of the most important pieces is the mental health component, and there needs to be a trained therapist in every school. Bullying is violence and is also a mental health issue. Ms. McLish distributed a handout, *Lily's Hope – It's About Kindness*.

Cathy Davis, USBE Suicide Prevention Specialist – stated that a skills-based approach is needed to make it clear to children that feelings are mentionable and manageable. She senses a tremendous weight of loss in this room and communities across the state of Utah due to suicide. Suicide is complex; the cause of suicide is often characterized as being due to a single event, when actually there are many factors that interplay for a student to potentially engage in suicidal behavior. Youth suicide is a serious public health issue, and the gathering of data is important. A community and statewide emphasis on prevention is needed, and schools play a very critical role.

The panel discussed what priorities the Board and others might consider to change the trajectory of youth suicide.

- Involve many people to come up with a menu of possibilities for solutions.
- Provide support for programs such as Hope for Utah, Sources of Strength, Signs of Suicide, and SafeUT.
- Reduce firearms access.
- Provide post-vention.
- Consider a Good Samaritan law.
- Have open discussions about boundaries between teachers and students. Set clear expectations and rules.
- Provide insurance coverage for treatment.

- Take a comprehensive approach to change the culture around suicide and mental health.
- Provide school-based mental health and get students into care at an earlier age.
- Train the community, students and educators.
- Focus on social media and technology. Address the toxic digital world and elevate mindfulness and respect.
- Provide teachers with employee assistance programs.
- Target resources for a dedicated prevention and wellness staff member.

Ms. Davis shared steps the State Board is taking. The Standards and Assessment Committee passed a recommendation today to forward to the Board for approval the emotional response protocol, *Let's Be Brave Today* to help children gain the life skills they need. In addition, a definition of Adverse Childhood Experiences Study (ACES) was added to a Board rule so staff will have a common understanding of trauma and its impact on students.

Board members reiterated the importance of the discussion, and also emphasized the importance of the family's role and getting good training on how to approach this sensitive topic.

Cathy Davis ended with a motto—*never worry alone*—and a favorite quote: “In my world there are no bad kids, just impressionable, conflicted young people wrestling with emotions and impulses, trying to communicate their feelings the only way they know how.”

Member Warner thanked the panel for sharing their thoughts. She encouraged the Board to read the book, *The Deepest Well*.

Chair Huntsman thanked Member Warner for moderating the panel and all those that participated.

[For additional details, see General Exhibit No. 334.]

Adjournment

The meeting adjourned at 2:56 p.m.

Lorraine Austin, Board Secretary
Minutes approved October 4, 2018