



Board of Education  
2500 South State Street  
Salt Lake City, Utah 84115-3110

385-646-4523  
FAX 385-646-4207  
[www.graniteschools.org](http://www.graniteschools.org)

DISTRICT COMMUNITY COUNCIL

Granite Education Center  
Auditorium D

October 30, 2018  
6:30 p.m.

Members of District Community Council, Administration, and visitors in attendance:

Michelle Luker	Cottonwood Network
Marie Roe	Cyprus Network
Jennifer Olsen	Granger Network
Andrea Lindsey	Granger Network
Laura Flores	Hunter Network
Julie Jackson	Olympus Network
Valerie Pingree	Olympus Network
Brandalyn Seaman	Taylorville Network
Ian Collison	Region PTA President
Laura HYTE-Richins	Parent, Taylorville Network
Dave Garrett	Business Administrator/Treasurer
Don Adams	Asst. Superintendent
Rick Anthony	Asst. Superintendent
Linda Mariotti	Asst. Superintendent
Martin Bates	Superintendent
Terry Bawden	Board President
Connie Anderson	Board Member
Carrie Johnson	Board Member
Ben Horsley	Director, Communications
Donnette McNeill-Waters	Director, Human Resources
Patrick Flanagan	Assoc. Director, Human Resources
Chris Judd	Assoc. Director, Human Resources
Darla Williams	Secretary/Recorder, Communications

6:35 – Welcome and Introductions

Martin Bates referred everyone to the DCC Policy and discussed the guidelines and responsibilities. He pointed out section C8, which refers to appointing a new member for a network that has a vacancy midterm due to someone moving, or missing three meetings in a row. He discussed the importance of being in attendance so your network has representation.

## 1. FTE questions

Donnette McNeill-Waters – Director, Human Resources

Patrick Flanagan – Associate Director, Human Resources

Chris Judd – Associate Director, Human Resources

- Human Resources showed a video for Elementary and Secondary Staffing. We hire between 300 and 500 teachers per year, and employee just shy of 4000 teachers. The staffing process we are discussing is for classroom teachers only.
- The staffing process begins in February of previous year as they start getting numbers of projected enrollment for each school. They look at several factors to decide staff ratio.
- First part of March, the projected enrollment numbers are given to Principals. Elementary FTE is 1 teacher for every 27.25 students. That tells Principals how many teachers they will get for the following year. Principals can appeal the projected enrollment, with good reason.
- By end of March, the numbers are final. Principals are given a staffing worksheet to account for number of teachers per grade level. Staffing plans are turned in early April.
- Elementary and Secondary schools follow the same outline for staffing ratio, with Junior high staffing ratio at 27.25, and Senior high at 28.25. Secondary is a little more complicated due to schedule differences, the ability to purchase extra periods, etc.
- Surplus (September 15 for Elementary, October 1 for Secondary)
  - The Principal announces to faculty that they will need to surplus a teacher, and calls for volunteers.
  - If no one volunteers, the Principal will follow the surplus guidelines to determine which teacher.
  - Principal meets with teacher and discusses the process. This teacher will be placed in an open position in the District.
- After surplus placements are complete, we advertise and begin hiring.
- Class size is set by the district, but it is determined by funding. So, class sizes are pretty close to the same at all districts along the Wasatch front. Some rural district have lower class sizes.
- DCC can be a voice in this situation. Be educated, and you can help with the reasons why there are surplus, or answer generic staffing questions.

## 2. **PBG**

Linda Mariotti – Asst. Superintendent

- No deadline or implementation mandate for PBG.
- Challenge that we are facing is the implementation.
- We are well aware that this is new to students, parents, and educators. Some are not implementing as well as we would like. We are addressing, and will continue to address this issue.
- We have information on the website, at your schools, etc. We are trying to be more consistent. We will soon have a website presence with resources for parents to access.
- If you have questions, please go to teacher first. Then principal, school accountability director, or other director in teaching and learning.
- We need consistent messaging.
- We need more opportunities for training.
- By the end of the month, we will have an additional training video for all teachers and we will have a date in January when everyone will be required to review the training video. It will go back to the beginning and teach basics of PBG. We will ask “What training support do you need to be able to implement PBG effectively?” We will structure our trainings as a result of the responses.
- January – May we will provide training sessions that teachers can register for according their needs.

## 3. **Member Concerns**

- Grade book - Many of the issues in grading for PBG was because of grade book. Alternatives? Grade book has a lot of glitches – what is the district doing to improve the problem which seems to be exasperated by PBG?
- More classes for parents on canvas or grade book for dummies.
- Can Ben do his Digital safety class in DCC?
- Transition between SAGE and RISE.