



Board of Education Study Session
Tuesday, May 20, 2025 5:00 PM
Auditorium A

A regular meeting of the Board of Education of Granite School District. The Board may vote to meet in a closed executive session for any of the purposes set forth in Section 52-4-205 of Utah's Open and Public Meetings Act.

- 1. **CALL TO ORDER** President McDermott
- 2. **PATRON PARTICIPATION TIME**
- 3. **CONSENT**
 - A. Purchases 2
- 4. **STUDY ITEMS**
 - A. Effective Teacher Bonus, SB 173 Dr. Mitch Nerdin and Dr. Patrick Flanagan 8
 - B. Granite School District Organizational Chart Update Superintendent Benjamin Horsley
 - C. Educational Access and Opportunity David Gomez and Karly Chavez 20
 - D. Superintendent's Tentative Budget Superintendent Benjamin Horsley 33
 - E. Legislative Priorities
- 5. **ADJOURN**

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Complete texts of agenda are available at www.graniteschools.org.

In compliance with the Americans with Disabilities Act, individuals needing special accommodations (including auxiliary communicative aids and services) during this meeting should notify Stacy Bushell at 385-646-4523 (alternate TDD number 801-298-9484) at least three working days prior to the meeting.

Members of the Board of Education may participate electronically.

THE FOLLOWING PROPOSAL SUBMITTED BY JARED GARDNER, DIRECTOR OF PURCHASING, IS RECOMMENDED FOR BOARD APPROVAL

Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: AV Installation Services
Brockbank Jr High School
Requisition #: 744027
\$83,413.00

Dear Superintendent Horsley:

The Purchasing Department has received a request from the Architecture, Engineering and Construction Department to purchase AV Equipment and Installation for the Brockbank Junior High School STEM renovation.

Utilizing State Contract AR4858, it has been determined that Cache Valley Electric can provide the products and services that will meet the needs of the school district.

We respectfully request the approval to issue a purchase order to Cache Valley Electric for \$83,413.00. Funds for this expenditure will come from Capital funds.

Sincerely,

Approved,



Jared Gardner
Director of Purchasing

Todd Hauber
Business Administrator/Treasurer

THE FOLLOWING PROPOSAL SUBMITTED BY JARED GARDNER, DIRECTOR OF PURCHASING, IS RECOMMENDED FOR BOARD APPROVAL

Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: Spot Coolers for Plumbing Shop
Requisition No. 743668
\$73,881.00

Dear Superintendent Horsley:

The Purchasing Department has received a requisition for the purchase of portable air coolers to be used by the Plumbing Shop at school sites.

Invitations to Bid, which included specifications, were posted online at the Utah Public Procurement site. The results are as follows:

Indoff LLC	\$73,881.00
United Rentals	\$78,820.00
Spot Coolers	\$88,125.00
WW Grainger	\$89,559.00
Graceful Heights	\$160,350.00

Due to the circumstances surrounding the need for immediate usage, a purchase order was issued to Indoff LLC in the amount of \$73,881.00. Ratification of this action is respectfully requested. Funds for this expenditure are to come from the Capital Outlay Budget.

Sincerely,



Jared Gardner
Director of Purchasing

Approved,

Todd Hauber
Business Administrator/Treasurer

THE FOLLOWING PROPOSAL, SUBMITTED BY JARED B. GARDNER, DIRECTOR OF PURCHASING, IS RECOMMENDED FOR BOARD APPROVAL.

Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: Flooring Abatement
at Hillsdale Elementary School
Requisition #744050
\$118,250.00

Dear Superintendent Horsley:

The Purchasing Department received a request from the Architecture, Engineering, and Construction Department to procure services to complete the selective building abatement at Magna Elementary School.

An Invitation for Bid (JF25-045-IFB), including specifications, was posted online at the Utah Public Procurement Place. Bid results are as follows:

RETC LLC dba A-1 Abatement	\$118,250.00
Eagle Environmental Inc	\$138,528.00
Rocmont Industrial Corp	\$145,460.00
Skyline Creations Inc	\$289,450.00

We respectfully request approval to issue a purchase order to RETC LLC dba A-1 Abatement in the amount of \$118,250.00 for this project. Funds are to come from the Capital Outlay Budget.

Sincerely,



Jared B. Gardner
Director of Purchasing

Approved:

Todd Hauber
Business Administrator/Treasurer

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Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: Elementary Robot Bundles
CTE
Requisition #: 744035
\$159,179.50

Dear Superintendent Horsley:

The Purchasing Department has received a request from the CTE Department to purchase elementary robot bundles for several schools.

Utilizing sole source APSS 149111, it has been determined that Vex Robotics can provide the products and services that will meet the needs of the school district.

We respectfully request the approval to issue a purchase order to Vex Robotics for \$159,179.50 Funds for this expenditure will come from the CTE Computer Science funds.

Sincerely,

Approved,

Approved,



Jared Gardner
Director of Purchasing

Todd Hauber
Business Administrator/Treasurer

Leslie Bell
Assistant Superintendent

THE FOLLOWING PROPOSAL, SUBMITTED BY JARED B. GARDNER, DIRECTOR OF PURCHASING, IS RECOMMENDED FOR BOARD APPROVAL.

Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: STEM Conversion Remodel at
Brockbank Jr High School
Requisition #743819
\$2,006,326.00

Dear Superintendent Horsley:

The Purchasing Department received a request from the Architecture, Engineering, and Construction Department to procure services to complete the STEM Conversion remodel at Brockbank Jr High School.

An Invitation for Bid (JF25-043-IFB-REBID), including specifications, was posted online at the Utah Public Procurement Place. Only one responsive/responsible bid was received. Cost was determined to be reasonable and within the budgeted amount.

We respectfully request approval to issue a purchase order to Judd Construction in the amount of \$2,006,326.00 for this project. Funds are to come from the Capital Outlay Budget.

Sincerely,



Jared B. Gardner
Director of Purchasing

Approved:

Todd Hauber
Business Administrator/Treasurer

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Superintendent of Schools

May 20, 2025

Ben Horsley
Granite School District
2500 South State Street
Salt Lake City, Utah 84115

RE: Interactive Display Panels
Brockbank Jr High School STEM
Requisition #: 744029
\$74,249.50

Dear Superintendent Horsley:

The Purchasing Department has received a request from the Architecture, Engineering, and Construction Department to purchase Viewsonic interactive display panels for the Brockbank Junior High School STEM renovation.

Utilizing State Contract MA4365, it has been determined that Bluum USA Inc. can provide the products and services that will meet the needs of the school district.

We respectfully request the approval to issue a purchase order to Bluum USA Inc. for \$74,249.50. Funds for this expenditure will come from Capital funds.

Sincerely,

Approved,



Jared Gardner
Director of Purchasing

Todd Hauber
Business Administrator/Treasurer

SB173 - Teacher Merit Award Pay Pilot



What is SB173?

- Officially titled *Excellence in Education and Leadership Supplement Program*
- Established during the 2024 Utah Legislative Session
- A state-funded, voluntary five-year pilot (2024–2029)
- Administered by the Center for the School of the Future at USU



Purpose of the Program

- Identify and reward the top 25% of teachers statewide
- Incentivize high-performing teachers to remain in or transfer to high-poverty schools
- Retain effective educators and support student achievement through teacher excellence



Eligibility Criteria

- Licensed teachers with active classroom assignments (K–12)
- Teachers from tested and non-tested subject areas are eligible
- Local Education Agencies (LEAs) design and implement identification systems in accordance with CSF guidelines





Award Structure

- Based on teacher ranking across three performance tiers:
 - **Top 5% – \$10,000** (\$20,000 in high-poverty schools)
 - **Top 6–10% – \$5,000** (\$10,000 in high-poverty schools)
 - **Top 11–25% – \$2,000** (\$4,000 in high-poverty schools)

Required Evaluation Criteria

Each LEA system must include:

- **Student growth or achievement (55–75%)** – *Granite has selected 75%*
- **Professional evaluations (5–20%)** - *Granite has selected 20%*
- **Parent or student surveys (2–5%)** - *Granite has selected "student surveys" at 5%*
- **Optional: Collaboration, portfolios, etc. (0–20%)** - *Granite has opted not to include this measure*



Timeline

- **Dec 2024:** Participation announced
- **Jan–June 2025:** TMA system development (committee, criteria, training)
- **July 2025–May 2026:** Full system implementation
- **Aug 2026:** Submit teacher candidates
- **Oct 2026:** First awards issued





Opportunities

- Incentivizes retention of high-performing teachers
- Encourages movement to high-poverty schools
- Promotes data-informed evaluation practices
- Aligns with efforts to elevate teacher pay and professionalism



Acknowledging Concerns

Risk of competition undermining collaboration.

Challenges with equitably evaluating all subject areas.

Potential impacts on teacher morale and workload.

Concerns raised about program design, timeline, and objectivity.

Why Granite is Participating

- Direction from Superintendent to proactively engage in the pilot
- Opportunity to help shape the implementation through early participation
- Commitment to retain top educators and explore all avenues of teacher recognition



Next Steps

- Continue development and stakeholder engagement
- Finalize identification system and submit to CSF by July 1, 2025
- Prepare for data collection, validation, and rollout
- Maintain transparency and provide updates to board and community



Questions & Discussion



Department of Educational Access and Opportunity

Granite School District

Director David Gomez
Associate Director Karly Chavez

tinyurl.com/allaboutDEAO24-25

 385.646.4205

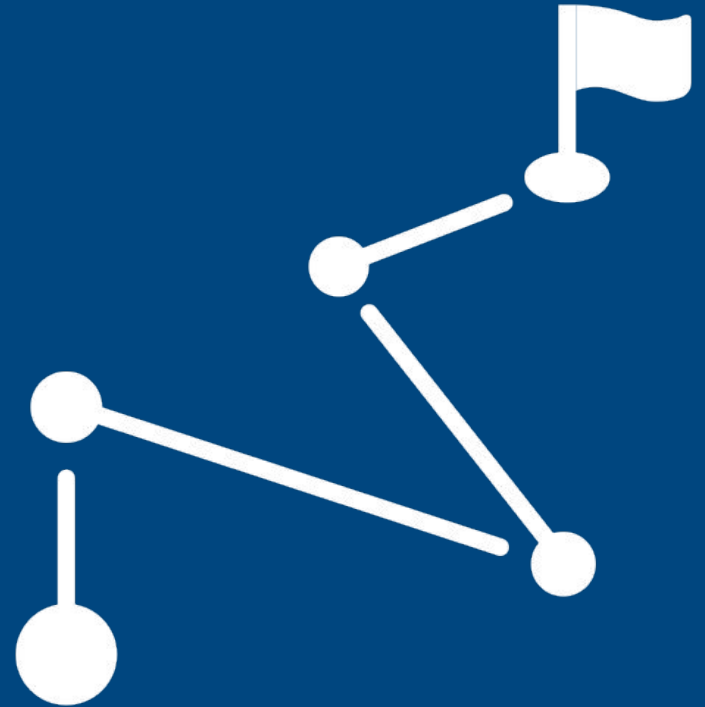
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2024-2025

Department Responsibilities

- **Title IX** Sexual Harassment District Coordinator
- **Title VI** Native American program
- **504** Compliance
- **Title III** Program/ Multilingual Student Education
- **Refugee and Newcomer** Tumaini Program



DEAO Title IX Sexual Harassment

[Access and Opportunity Website](#)

DEAO works in conjunction with GSD Policy and Legal Services

Title IX Sexual Harassment District Coordinator

- Title IX prohibits any unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity.²²



Section 504 of the Rehabilitation Act of 1973

[Access and Opportunity Website](#)

504 Compliance

- Section 504 prohibits discrimination against individuals with disabilities in programs and activities receiving federal financial assistance. It ensures that qualified individuals with disabilities have equal access to educational opportunities and other services.
- **5,684 Active 504s**
- 86 Coordinators
- Individual coaching & compliance support and training sessions from DEAO



Title VI American Indian Education Program

[Access and Opportunity Website](#)

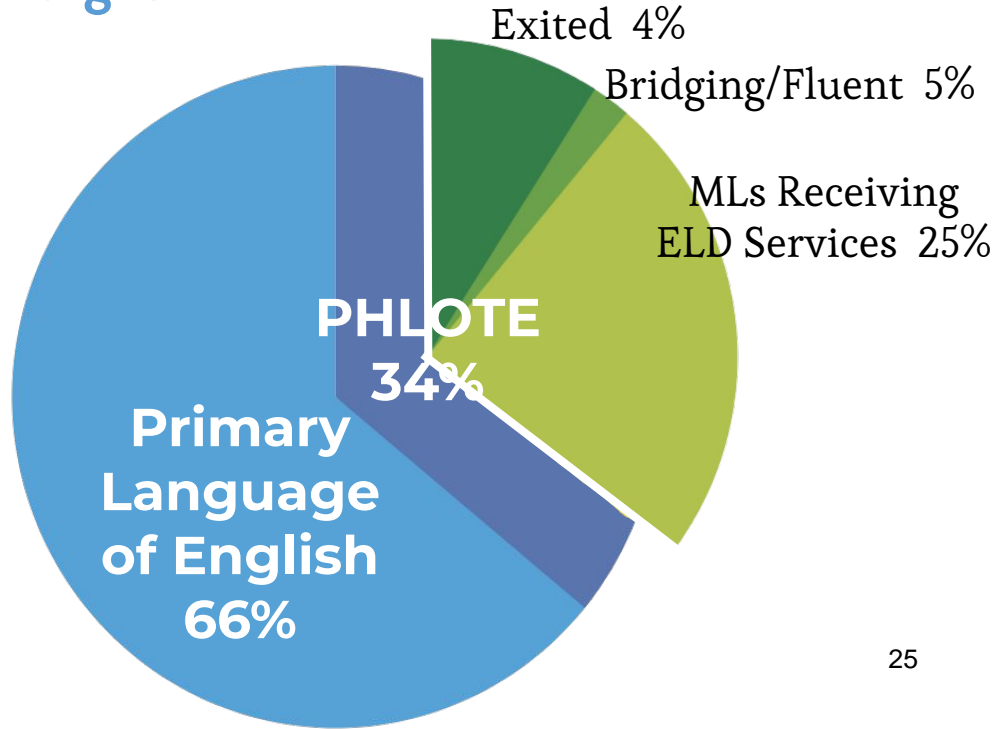
GSD Title VI Program:

- Support in maintaining languages and cultures, and improve educational opportunities and student outcomes
- Collect and analyze data on the educational status and needs of Native youth
- Offer programs and projects designed to encourage Native youth to remain in school
- Increase the rate of high school graduation for Native youth, while decreasing the dropout rate
- 95% Graduation Rate this year
- **933 Enrolled** in GSD
 - 424 Navajo- Dine
 - 16 Goshute
 - 40 Ute
 - 9 Shoshone NW
 - 13 Paiute
 - 431 Other Tribes
- Parent Committee
- Cultural Presentations
- Annual Pow Wow
- Fall Literacy Night



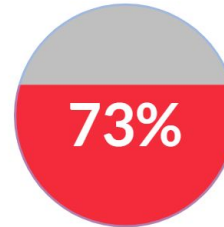
Student Statistics 2024-2025

PHLOTE = Primary Home Language Other Than English

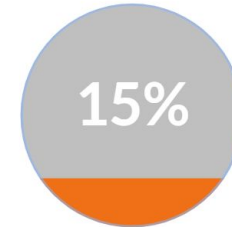


Total Multilingual Learners

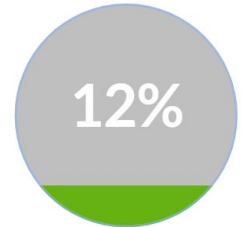
20,032



Levels 1-4



Levels 5-6



Exited

25

57,038

District Enrollment

Title III: English Learners (ELs), Immigrant and Refugees

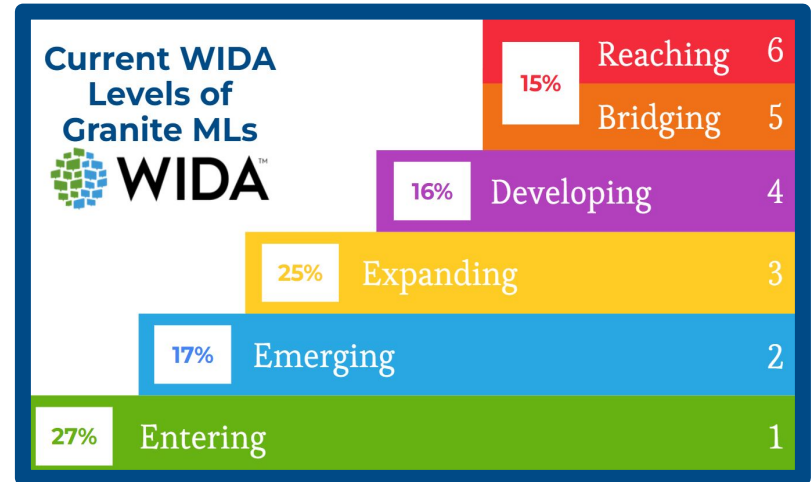
[Access and Opportunity Website](#)

What is Title III part A:

Title III is part of the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act of 2015 (ESSA).

- The purpose of Title III is to ensure that English learners (ELs) attain English language proficiency and meet state academic standards.

20,032 Students Served



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More Info: [24-25 All about Ed Equity](#)



Refugee and Newcomers Program

[Access and Opportunity Website](#)

Responsibilities:

- Identify refugee and newcomer students that enter our district from many different circumstances, and help them navigate their new educational journey

This school year:

- **612 Refugee & Newcomers:**
 - 123 Refugees & 489 Newcomers
- **48 different countries**
- **25 different languages**
 - ie. *Arabic, Kinyarwanda, Pashto, Sudanese, Zaghawa*
- Tumaini on the GO Program,
- ²⁷ Student Ambassador Program
- Summer English Intro Program



Meaningful and Equal Access



Provide Language Assistance to EL students

- EL students are entitled to appropriate language assistance services to become proficient in English and to participate equally in the standard instructional program within a reasonable period of time.

Provide Meaningful Access to All Curricular and Extracurricular Programs

- EL students must have access to their grade-level curricula so they can meet promotion and graduation requirements.

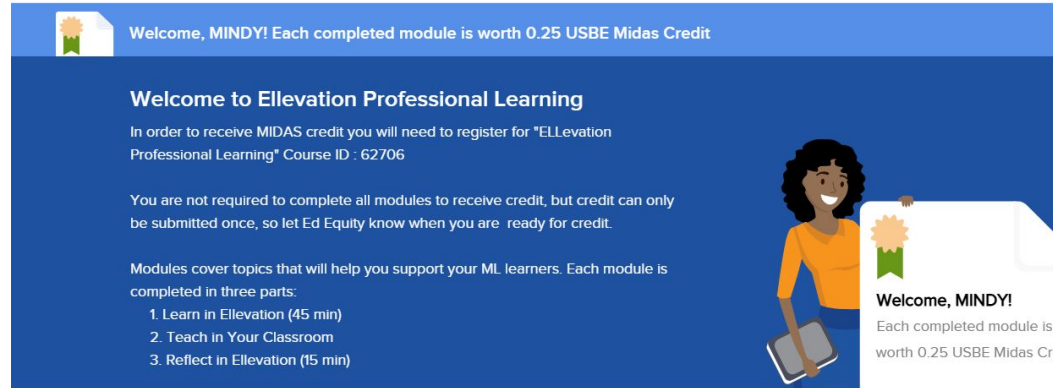


DEAO Building Capacity

Access and Opportunity Website

ELlevation Strategy Modules:

- 5,000 Educators have accessed the learning modules
- Educators that complete the modules receive MIDAS credit toward a lane change



Welcome, MINDY! Each completed module is worth 0.25 USBE Midas Credit


Welcome to ELlevation Professional Learning

In order to receive MIDAS credit you will need to register for "ELlevation Professional Learning" Course ID : 62706

You are not required to complete all modules to receive credit, but credit can only be submitted once, so let Ed Equity know when you are ready for credit.

Modules cover topics that will help you support your ML learners. Each module is completed in three parts:

1. Learn in ELlevation (45 min)
2. Teach in Your Classroom
3. Reflect in ELlevation (15 min)



Welcome, MINDY!
Each completed module is worth 0.25 USBE Midas Cr

Granite School District, UT Professional Learning Take a Tour ▾

Module Pathways ⓘ

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Supporting Newcomers

In this pathway, teachers will learn how to best support newcomers in their classrooms. After completing this pathway, educators will better understand their newcomer students' backgrounds and specific learning needs. Teachers will learn how to activate students' backgrounds through demonstrations and experiences and have the opportunity to apply their knowledge by using targeted activities in the classroom.

(0.75 USBE Credits for districts using MIDAS)

Activity Lists ⓘ

Get to Know Your Students

Try using these activities with non-academic students' own experiences, opinions, and

4 activities

Hanging Hashtags



DEAO Building Capacity

Access and Opportunity Website

GSD ESL Competency-Based Endorsement Program

- 2023-24 Pilot (**63 teachers**)
- 2024-25 Competency program (**153 teachers**)
- 2024-2025 Cyprus High ESL CIP Goal (**48 teachers**)



Professional Learning Teams

[Access and Opportunity Website](#)

Specialists provide direct services to assigned schools:

- **District Trainings: 80**
 - WIDA ACCESS Training
 - Productive Language Tool
- **School PDs/Trainings: 141**
- **Team Meetings: 187**
- **PLCs: 138**
- **Coaching Cycles: 170**

7th grade Language: Spanish
Middle-of-Year Benchmark (January 9, 2024)



[Click here to listen to the student's Speaking Submission](#)

Student's Writing Submission:

Fast car race car. Children playing video games. The girl is dancing. The boys are playing basquetball. The Children are playing video games. The children are driving a car. The children are sitting on the sofa. The man watching the children in the games. The children are having fun in the games.

Flashlight360 Scoring Feedback:

Speaking feedback: I loved how you used action words in your response, such as when you said, "The man is watching the children play." That is a good start! At the start of your response next time, I want you to tell me what the central theme of the image is (what the image is about). Here is an example sentence of what you could start with, "This is an image of kids playing games in an arcade room." Also, great work telling me where some of the kids are located in the room!

Writing feedback: Nice work using some describing words in your writing, such as how you wrote "Fast race car." Something I want you to try next time is to add transition words (First, Next, Then, Also, Finally) to the start of your sentences. Here is what some sentences could look like with transition words, "First, there are children playing video games. Next, I see a girl dancing." Also, I loved how you used capital letters at the start of your sentences and periods at the end!

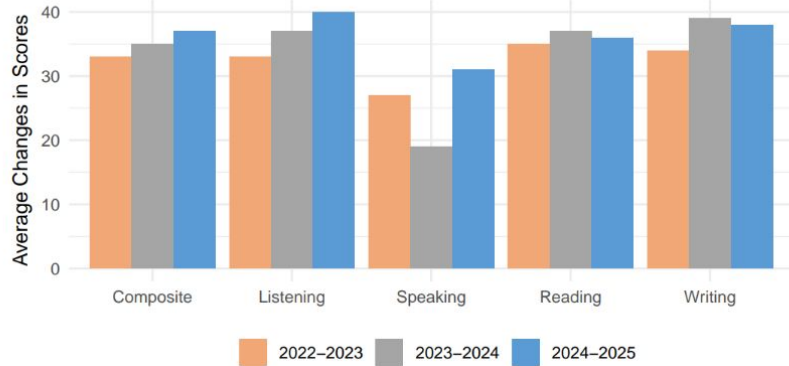


GSD WIDA District Average Growth



District Average Change, Grade 00-05

SchoolYear	Composite Change	Listening Change	Speaking Change	Reading Change	Writing Change
2022-2023	33	33	27	35	34
2023-2024	35	37	19	37	39
2024-2025	37	40	31	36	38

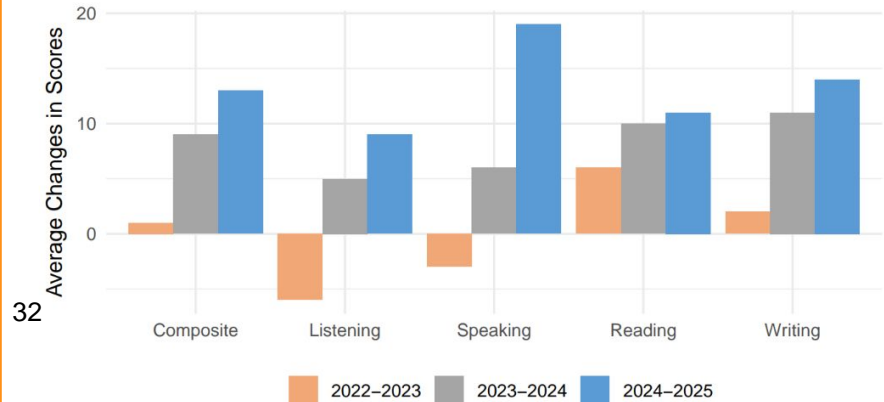


Elementary

Secondary

District Average Change, Grade 06-12

SchoolYear	Composite Change	Listening Change	Speaking Change	Reading Change	Writing Change
2022-2023	1	-6	-3	6	2
2023-2024	9	5	6	10	11
2024-2025	13	9	19	11	14



2025-26 Superintendent's Tentative Budget



Agenda



1. **Budget Building Process**
2. **Summary of FY26 Requests - Alignment with Board Strategic Priorities and Objectives**
3. **Available New Revenues**
4. **Property Tax Implications**



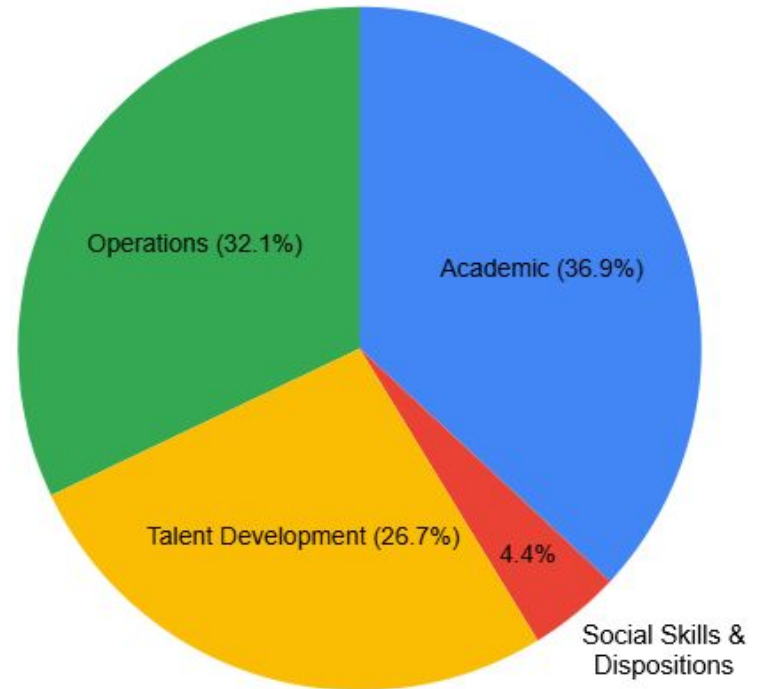
2025-26 Budget Building Process

- Determine needs in schools and programs in the District (prioritizing budget requests, negotiations, etc.)
- Budget cuts and savings, as well as instructional priorities
- Determine available new revenues and implications of legislative funding cuts
- Property tax implications



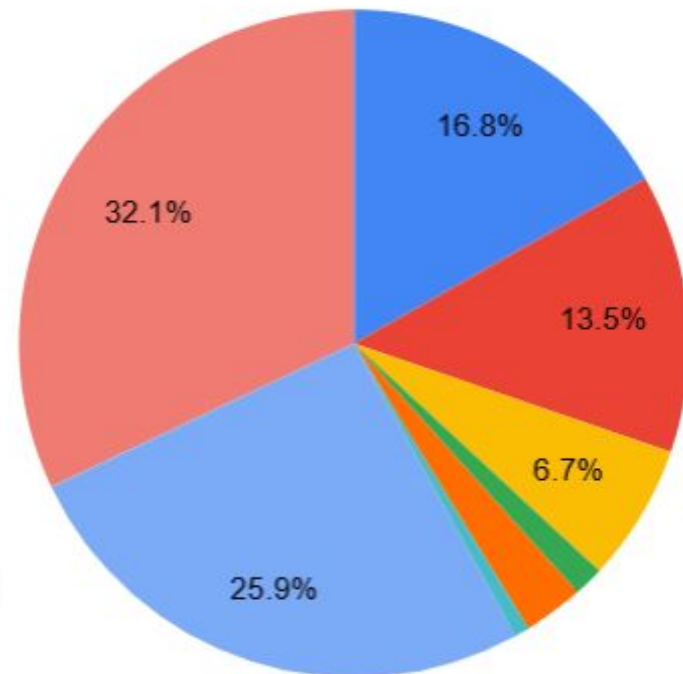
2025-26 Budget Requests Summary

Strategic Priority	Requests Total	FTE Total
Academic	\$ 8,384,067	37.00
Social Skills & Dispositions	\$ 991,531	3.00
Talent Development	\$ 6,054,579	38.00
Operations	\$ 7,280,805	6.00
Compensation	\$ 17,462,382	0.00
Totals	\$ 40,173,364	84.00



2025-26 Budget Requests Summary

Strategic Objective	Requests Total	FTE Total
A. PreK-12 Literacy Performance	\$ 3,811,533	12.33
A. PreK-12 Mathematics Performance	\$ 3,061,533	12.33
A. Personalized Competency-Based Learning	\$ 1,511,000	12.33
S. Tiered Interventions and Supports	\$ 329,690	3.00
S. Sense of Belonging	\$ 661,841	0.00
T. Recruitment & Retention	\$ 162,000	0.00
T. Professional Learning	\$ 5,892,579	38.00
Operations	\$ 7,280,805	6.00
Compensation	\$ 17,462,382	0.00
Totals	\$ 40,173,364	84.00



- A. PreK-12 Literacy Performance
- A. PreK-12 Mathematics Performance
- A. Personalized Competency-Based Learning
- S. Tiered Interventions and Supports
- S. Sense of Belonging 37
- T. Recruitment & Retention
- T. Professional Learning
- Operations



2025-26 Available Revenues & Savings

NEW REVENUES	Ongoing	One-Time
WPU Value Increase	13,689,320	-
Risk Management Premium	1,000,000	-
Property Tax Growth	1,607,804	-
MSP Changes	1,200,000	-
Net Closure & Budget Savings	2,151,035	-
Other Sources	500,000	-
Property Tax Increase	13,967,381	-
TOTAL NEW REVENUE	34,115,540	-

AVAILABLE FUND BALANCES

General Fund	4,557,824
MSP One-time	1,500,000

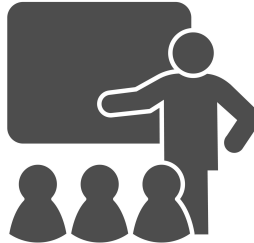
TOTAL AVAILABLE FUND BALANCES	6,057,824
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What Will a Tax Increase Pay For?



**Employee
Compensation
\$2.6 Million**



**K-2 Class Size
Reduction
\$3.8 Million**



**School Safety
\$1.6 Million**



**Instructional
Coaches
\$4.5 Million**

**Elementary Prep
(PLC Assistants)
\$1.4 Million**



Property Tax Implications

Tax Increase	Est. Amount*	Percent Increase
Board Local Levy - Operations	\$81.15	7.19%
Capital Levy - Remodel & Rebuild (Pay-As-You-Go)	\$12.49	1.11%
Capital Levy - Deferred Maintenance	\$5.81	0.51%
Tax Increase Total	\$99.46	8.81%

* Average Primary Home valued at \$528,200

