

From: [Katherine Kennedy](#)
To: [Larry Madden](#); [Melissa Ford](#); [Nate Salazar](#); [Samuel Hanson](#); [Michelle Tuitupou](#); [Kristi Swett](#)
Subject: Re: "Away" games?
Date: Wednesday, August 12, 2020 12:57:33 PM
Attachments: -790233362298383109[1].png

[REDACTED]

In addition, I was forwarded a screenshot of the 2020 West Football Schedule from a parent, which I have attached above. Attached to this schedule was comment was made by West Panthers Football, which I assume is by a team coach, which said that they had scheduled "all away games which will allow our fans to be present" because "covid restrictions in Salt Lake City...prohibits all spectators from attending home games." It sounds like the other teams have done this as well. This seems very problematic to me—and a way that our fans and their families might be at risk for exposure, right up to the time when we are attempting to implement our hybrid schedule.

[REDACTED]

Katherine

From: [REDACTED]
Date: Wednesday, August 12, 2020 at 8:18 AM
To: Larry Madden <Larry.Madden@slcschools.org>, Melissa Ford <Melissa.Ford@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>, Samuel Hanson <Samuel.Hanson@slcschools.org>, Michael Nemelka <Michael.Nemelka@slcschools.org>, Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>

Subject: "Away" games?

Hello, Superintendent Madden and School Board,

I attended last night's townhall meeting, which was a much-appreciated opportunity to learn more about back-to-school plans. Thank you for that. I am grateful that this district's plan is pragmatic and rooted in data and science, and I continue to support it.

However, I was very surprised to hear that sports is continuing and that participating in only "away" games is somehow a solution to the risk of exposure to COVID-19.

I think the district owes the community more explanation. What data is that plan based on? What evidence is there that student athletes are not at risk of contracting the virus and bringing it back to schools and families? Or, taking it with them from Salt Lake City to expose other communities.

This seems reckless and not in keeping with the care and attention given to the rest of the planning. Even the Big 10 and PAC 12 have postponed.

Thank you,





2020 WEST FOOTBALL SCHEDULE

AUG 14	@ CLEARFIELD FALCONS	7:00PM
AUG 21	@WOODS CROSS WILDCATS	7:00PM
AUG 28	@ AMERICAN FORK CAVEMEN	7:00PM
SEPT 4	@CYPRUS PIRATES	7:00PM
SEPT 11	@ WEST JORDAN JAGUARS	7:00PM
SEPT 18	@ HUNTER WOLVERINES	7:00PM
SEPT 25	@ TAYLORSVILLE WARRIORS	7:00PM
OCT 2	* TRINITY CHRISTIAN TIGERS (TX)	7:00PM
OCT 9	@ KEARNS COUGARS	7:00PM
OCT 14	@ GRANGER LANCERS	7:00PM

* TRINITY CHRISTIAN GAME VENUE TBD.

**7:00PM - WILL PLAY AT 3:30 ON THURSDAYS AT THE SAME LOCATION AS VARSITY. [SCHEDULE](#)



Liked by [dominic_canete](#) and 123 others

westpanthersfootball OUR 2020 SCHEDULE IS OUT! 🙌🙌 In these challenging times we are especially grateful for the opportunity to compete this season. Due to covid restrictions in Salt Lake City which prohibits all spectators from attending home games, we have chosen to play all away games which will allow our fans to be present. Please note that although tickets will be limited per player, per game we are extremely thankful for all of your love and support whether in person or not. 🙌 Here's to a great season! LET'S GO WEST! 🏈 #PantherPride #WestFootball

7 hours ago



From: [Kristi Swett](#)
To: [Larry Madden](#); [Melissa Ford](#); [Nate Salazar](#)
Cc: [Jessica Buyers](#)
Subject: Fwd: Horizonte and Headstart URGENT
Date: Tuesday, August 11, 2020 11:50:17 AM

Hello all,

I am assuming everyone received this same message, if not, please take a moment to read the email from Ms. Buyers.

I would encourage us to open the Headstart programs at Horizonte and allow the organization to provide needed care for our essential workers children. We need to find the good faith opportunities and act as safely and as quickly as possible! When done correctly, as Headstart has proven in other locations, the services could continue. Please let's consider this request.

Thank you,

Kristi

Sent from my iPhone

Begin forwarded message:

From: Jessica Buyers <Jessica.Buyers@slcschools.org>
Date: August 11, 2020 at 11:09:17 AM MDT
To: Kristi Swett <Kristi.Swett@slcschools.org>
Subject: **Horizonte and Headstart URGENT**

Kristi,

I hope this message finds you well. I understand that this is a difficult time for everyone and it's especially difficult to be in a position that makes decisions for large groups of people such as the school district. I'm extremely thankful for your time and diligence in preparing for the upcoming school year.

I write to you today because I have a matter that requires the school district's attention. I feel like this is really important for the community and with everything going on it may have been overlooked.

Headstart and Early Headstart, as I'm sure you already know, is an amazing day care and preschool program for children in low income communities before they enter full-time school. I have seen first-hand all the good they do for the community because I have a daughter that has been attending since she was a

baby while I work at Horizonte ITC. My daughter (who has a median income household) has thrived there and learned skills I don't think I would have been able to do on my own (it really does take a village). I can't even imagine the benefits Headstart has on families in Salt Lake City with low income households. Headstart is vital in making sure our community thrives and moves forward positively.

As you already know, COVID-19 is hitting low income communities the hardest and that is why keeping Headstart running is so important. Most of the families that attend Headstart are our essential employees who have been working hard throughout this entire pandemic. If these families don't have reliable and proper care for their children the negative effects are tremendous and can be seen for years to come.

Horizonte ITC has a great Headstart and Early Headstart program that runs out of the first floor of the building. Because the district has decided to stay remote until at least October, Headstart therefore can't open either. Headstart has been running since June at other sites with temperature checks, masks, and other needed precautions with no COVID-19 outbreaks. Due to the district being closed to the public the students that once attended the Horizonte Headstart site will not have the opportunity to go to day care and will be "virtual" until the building is opened back up for Salt Lake City School District Students.

Because Headstart is a completely different organization that was using a district building to operate I'm writing to see if the district can allow Headstart to operate out of the first floor with their normal precautions so that the essential employees, students of Salt Lake City School District, and others who need it can have care for their children during such a difficult time when we need it most. It's such a simple adjustment that I think would have boundless benefits to the school district and community.

I hope you can look into this and make some positive change.

Thank you for your time,

Jessica Buyers
English Language Arts Teacher, Horizonte ITC
(425)777-5796

From: [Kristi Swett](#)
To: [Melissa Ford](#); [Nate Salazar](#); [Larry Madden](#)
Subject: SPED
Date: Friday, August 7, 2020 9:11:29 AM

Good morning

Could a report from Shelly Halverson be added to our agenda once a month to get a report on services and resources being put in place for SPED students?

I think it would help separating from Gen Ed, so our SPED parents can hear specific to their students

Thank you

Kristi

Sent from my iPhone

From: [Katherine Kennedy](#)
To: [REDACTED] [Samuel Hanson](#)
Cc: [REDACTED]
Subject: Re: Conference Call for online
Date: Monday, August 3, 2020 12:57:28 PM

Hello Melanie,

I am still working my way through my backlog of emails. Thank you for identifying yourself as my constituent. Because your children attend Clayton and East, I did not realize you lived in District 3. Right now, I am trying to prioritize those who live in my District and families in District 1/Rose Park who attend West High who are not in my District, because their representative is new to the school board. I am happy to join you and Sam on a conference call if you wish and/or to arrange for Principal Jacobson to join a call. He is probably most able to speak about what teachers have done to prepare this year in a way that is different from last spring at the elementary level. I can arrange for a Zoom call later this week if that is convenient for you.

Best regards, Katherine Kennedy

Katherine Kennedy, Ph.D.
Salt Lake City School Board
Representative, District 3:
The Avenues, Capitol Hill, and Federal Heights

On 8/3/20, 10:57 AM, [REDACTED] wrote:

Samuel,

We emailed last week about the school board meeting and I appreciated your response to my email.

Katherine is our rep and we have not had any feedback from her as of today.

Would you mind doing a conference call with us and another family in our area to discuss the online program this year and things you said you were excited about? Our family is trying to decide if SLCD can meet our families needs through online or if our students would be benefitted by another online program.

We will also reach out to our principal at Ensign.

The new principal at Clayton I have not heard from yet.

We both have children at elementary and middle school levels.

I also have children at EHS but think I have a some ideas for their school so far.

Let me know if this is a possibility for you this week.

Thanks
[REDACTED]

Sent from my iPhone

From: [Kristi Swett](#)
To: [Melissa Ford](#)
Subject: Fw: Regarding the questions for next week
Date: Thursday, July 30, 2020 8:13:32 PM

Here is a suggestion from a teacher from Highland about the 11th

Thanks, it was a good meeting!

Kristi

From: Kathy Stringham [REDACTED]
Sent: Thursday, July 30, 2020 7:33 PM
To: Kristi Swett <Kristi.Swett@slcschools.org>
Subject: Regarding the questions for next week

If you can have someone collect the questions, and possibly review them with the specific experts, maybe you could get things answered in writing for groups of questions rather than try to answer them all in the board meeting. That document could then be shared with those who are involved with, or just watching the meeting. Just a thought.

Kathy Stringham
Highland High

(my question - is there any funding available to upgrade my personal computer - maybe memory- when working from home. My system gets sluggish at times.)

Thank you for all you do.

From: [Michael Nemelka](#)
To: [Melissa Ford](#)
Subject: Re: Press conference tonight
Date: Thursday, July 30, 2020 10:02:08 AM

Also Melissa you cannot bridle my tongue. With the amount of e-mails I am getting I don't recall any contact from you about any press conference. Don't suppose that you and the Superintendent can shut me up. I'm disappointed in the direction and advise you seem to be getting from the district. We do not answer to the district we are supposed to be the guiding entity for this school district. It seems we are losing that ability.

Mike

From: Michael Nemelka <Michael.Nemelka@slcschools.org>
Sent: Thursday, July 30, 2020 9:55 AM
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: Re: Press conference tonight

So, are we meeting in person or not. The Supt. said in his phone call we were meeting in person.

Your agenda says not.

Also, the board still needs to vote on the plan and my vote will still be NO and I will have my say. I have some petitions from parents with over 2000 signatures and a letter that I need to get into the board minutes for tonight. Where do you want me to take them.

Mike

From: Melissa Ford <Melissa.Ford@slcschools.org>
Sent: Thursday, July 30, 2020 8:58 AM
To: Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>; Michael Nemelka <Michael.Nemelka@slcschools.org>; Katherine Kennedy <Katherine.Kennedy@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>; Kristi Swett <Kristi.Swett@slcschools.org>
Cc: Nate Salazar <Nate.Salazar@slcschools.org>; Larry Madden <Larry.Madden@slcschools.org>; Yándary Chatwin <Yandary.Chatwin@slcschools.org>
Subject: Press conference tonight

Board members,

Thank you to those of you who have responded regarding tonight's press conference. It seems that due to the short notice and scheduling conflicts, we won't be able to have our entire board present at the press conference. I am hesitant to move forward without all of us, and for that reason, after consulting with Larry and Yándary, we think it would be best to keep the press conference tonight to just the superintendent and me and Nate. I appreciate each of you and your willingness to participate and show unity tonight. This is the message our community needs to hear from us. Thank you for understanding this last-minute change.

Please reach out to me or Larry individually with questions.

Thank you!
Melissa and Larry

Sent from my iPhone

From: [Samuel Hanson](#)
To: [Larry Madden](#); [Melissa Ford](#); [Nate Salazar](#)
Cc: [Yándary Chatwin](#)
Subject: Re: Press Conference tomorrow following Board Meeting
Date: Wednesday, July 29, 2020 5:13:19 PM

Great, thanks!

s

From: Larry Madden <Larry.Madden@slcschools.org>
Sent: Wednesday, July 29, 2020 5:12 PM
To: Samuel Hanson <Samuel.Hanson@slcschools.org>; Melissa Ford <Melissa.Ford@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>
Cc: Yándary Chatwin <Yandary.Chatwin@slcschools.org>
Subject: Re: Press Conference tomorrow following Board Meeting

I will have one for you when you get here.

Larry

From: Samuel Hanson <Samuel.Hanson@slcschools.org>
Sent: Wednesday, July 29, 2020 5:08 PM
To: Melissa Ford <Melissa.Ford@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>
Cc: Larry Madden <Larry.Madden@slcschools.org>; Yándary Chatwin <Yandary.Chatwin@slcschools.org>
Subject: Re: Press Conference tomorrow following Board Meeting

Thank you all,

I will plan to be there for the press conference. When is the best time for me to come pick up my mask and shirt from the district office?

Sam

From: Melissa Ford <melissa.ford@slcschools.org>
Sent: Wednesday, July 29, 2020 4:55 PM
To: Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>; Michael Nemelka <Michael.Nemelka@slcschools.org>; Katherine Kennedy <Katherine.Kennedy@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>; Kristi Swett <Kristi.Swett@slcschools.org>
Cc: Larry Madden <Larry.Madden@slcschools.org>; Yándary Chatwin <Yandary.Chatwin@slcschools.org>
Subject: Press Conference tomorrow following Board Meeting

Dear Board members,

Tomorrow, a half hour following the end of the Board meeting, we will convene a short press

conference on the steps in front of the district office on 100 South. **I would love to invite you to attend the press conference if you are able.**

There will be remarks from Superintendent Madden, from me, and, if we have Spanish news cameras present, from, Yándary Chatwin, who will deliver a summary in Spanish. Yándary will draft remarks. Remarks will be followed by Q&A from any media in attendance.

The goal of the press conference is to show a unified front to our community and to answer questions about our district's restart plan after we (hopefully) take a vote tomorrow. Scheduling the press conference 30 minutes after the meeting ends allows for:

1. Board members to drive to the district office.
2. Yándary to adjust remarks based on what we decide during our meeting tomorrow.

I would love for all of us to attend, if possible, but I understand if you have prior commitments. If you *do* plan to attend, we will need to make sure we demonstrate proper social distancing and mask-wearing during the press conference. Yándary will have district-branded masks available for all of us, courtesy of the Foundation.

Please reach out if you have any questions. I look forward to engaging with all of you tomorrow.

Sincerely,

Melissa

From: [Samuel Hanson](#)
To: [Melissa Ford](#)
Subject: Re: Press conference tonight
Date: Thursday, July 30, 2020 9:16:17 AM

Makes sense. Thanks for letting us know.

s

Samuel Bennett Hanson
SLCSD Board of Education
Precinct 5
801.915.0625

From: Melissa Ford <Melissa.Ford@slcschools.org>
Sent: Thursday, July 30, 2020 8:58:02 AM
To: Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>; Michael Nemelka <Michael.Nemelka@slcschools.org>; Katherine Kennedy <Katherine.Kennedy@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>; Kristi Swett <Kristi.Swett@slcschools.org>
Cc: Nate Salazar <Nate.Salazar@slcschools.org>; Larry Madden <Larry.Madden@slcschools.org>; Yándary Chatwin <Yandary.Chatwin@slcschools.org>
Subject: Press conference tonight

Board members,

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Please reach out to me or Larry individually with questions.

Thank you!
Melissa and Larry

Sent from my iPhone

From: [Katherine Kennedy](#)
To: [Maggie Cummings](#); [Samuel Hanson](#)
Cc: [Nate Salazar](#)
Subject: Re: Fall Reopening
Date: Sunday, July 26, 2020 7:14:22 PM

I think this is a smart take. I have sent it to a few friends like Julie Lewis but have not put it on social media as of now. It would be great if he would consider removing or changing a few lines when we vote for the plan (!) on Thursday so we can share it widely, since it explains things so well. He is so terrific. He should be National Teacher of the Year.

Maggie, to your second point: I think that is really important that there will be cascading consequences not only for those who are sick but those who are adjacent to those who are sick and thus required to quarantine, which may cause job loss for essential low-income workers. Katherine

From: Maggie Cummings [REDACTED]
Date: Saturday, July 25, 2020 at 3:20 PM
To: Samuel Hanson <Samuel.Hanson@slcschools.org>
Cc: Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>
Subject: Re: Fall Reopening

Hi all,

Sam has brought up some important points about the potential to further polarize the community if we do not address some specific issues. I will leave it to all of you to decide how to proceed.

About the childcare: one of the things our families are saying is: we cannot afford to get sick. Sending our students to school opens us up to getting sick OR having to quarantine. That point has not been made strongly enough, don't think.

Just a thought,

Maggie

On Sat, Jul 25, 2020 at 2:46 PM Samuel Hanson <Samuel.Hanson@slcschools.org> wrote:

Hello all,

I liked the the video and I have shared it in an informal way with a few people, most of whom I know likely agree with us that we should support the Superintendent's plan. However, the more I think about it, the more I think we should be careful. I got through a my whole backlog of correspondence today and I am starting to hear back from people who feel like I have failed to answer their questions or meet their need for childcare etc. I worry that sending them the video, while I like it and agree with it, will just aggravate them. People don't really understand where privacy requirement begin and end and they might accuse us of being unprofessional, at best. In some ways, I wonder if it isn't better for us to just avoid inflaming people. Maybe it's better to just say, let's set up a time to talk about this, here's my phone number. Some will call and some won't actually want to talk to us. Let's let them watch the meeting and have the Superintendent explain all the details he can of what we're doing for SpEd, home visits, the city and the United Way's efforts on child care etc. I actually think that the video will keep spreading itself and doing its work in positive ways. But it won't convince people who are already convinced we should open.

I also wonder if we as board members should get ourselves a little bit more education on what resources James Yapias is helping people with right now. Perhaps he and Yandary could put together some kind of guide for us to redirect people toward those resources. I have sent a few people to the Resource line, but I don't know what we are saying to people there on the childcare issue in particular. It would be good if instead of saying "Child care isn't our mandate," we can say, "Child care isn't our mandate AND we're not set up to do childcare during the pandemic, either in remote learning or on the hybrid model, but here's who is working on that issue in SLC..."

I don't know, perhaps I am being too conservative, I just don't want the us to further polarize people. Since the meeting, I am hearing from more people who are recklessly demanding 5 days. Sometimes, as hard as it can be to convince yourself of it, the best thing to do is to sit and wait.

Sam

From: Maggie Cummings [REDACTED]
Sent: Saturday, July 25, 2020 2:10 PM
To: Katherine Kennedy <Katherine.Kennedy@slcschools.org>
Cc: Nate Salazar <Nate.Salazar@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>
Subject: Re: Fall Reopening

Hi,

I think it would be fine if someone other than me shared it. You're right, it's been awhile since I made my comments, I doubt people will put it all together. John will not disclose the family name.

I'm personally hesitant to share the video because I personally committed to the family I would not share their information. We agreed I could say the death of a student's mom has had a huge impact on me and our faculty (which it has.) The family is not making a secret of what happened. They just don't want attention on them, or anyone using their family by name to advance anything. The video does neither of these. Maybe I'm being too cautious. Anyway, yes, please share.

Maggie

On Sat, Jul 25, 2020 at 1:51 PM Katherine Kennedy <Katherine.Kennedy@slcschools.org> wrote:

Sam shared this with us yesterday, and it is amazing. I will ask Nate to send it on to our other board members.

I met John last year when we toured the school—he is so terrific. Do you think we can share it publicly? I guess the question is how hard is it to link it back to Meadowlark if we don't mention he is the TOY.

I look forward to receiving the document on distance learning. Thank you so much for all the extra work you are doing. I talked to Julie Lewis about your school today—she is the art teacher at Wasatch. She has some interesting ideas about comparing art within zip codes in SLC, and how kids have been affected, in order for people on the east side to see more clearly what the impact has been on the harder-hit west side. For example, she wants to ask same age same grade kids to do the same project and see what comes out. She's really an amazing art teacher, and I think she might be able to show people who don't understand.

Thanks once again.

Katherine

From: Maggie Cummings [REDACTED]
Date: Saturday, July 25, 2020 at 12:56 PM
To: Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>
Subject: Re: Fall Reopening

Hi Katherine and Nate,

One of my teachers, John Arthur (SLCSD teacher of the year this year), created the video below for his former and current students. It speaks for our faculty and staff. I would share it publicly, but there's one sentence that gives too much information about the mom we lost—her obituary and gofundme information circulated among our faculty and community, so I understand why John didn't think mentioning the student's grade would be a problem. I made a personal commitment to the family that I would do all I could to keep them out of the spotlight. They know, and are comfortable with, the fact that the community knows who they are. Anyway, it may be a great tool to share with other board members.

<https://www.youtube.com/watch?v=QqDSLGiVpAk&feature=youtu.be&fbclid=IwAR0lq3MfVphOPTVIZDtgEqkUEIFsI1txJtvf20wKzqaQ5oU85H9OZSsU9CXI>

One other thing, I'm working with west side teachers and admin on a document explaining what distance learning will actually be in the fall. When it's done, I'll share that with you and the other board members.

Thanks for all your work on this,

Maggie

On Mon, Jul 20, 2020 at 2:27 PM Maggie Cummings [REDACTED] wrote:

Dear Ms. Kennedy,

First and foremost, I hope you and your loved ones are healthy and safe.

I have been in education for 28 years—19 years in JDS (13 years as a teacher, 2 as a middle school administrator, 4 as the district director of math and science), 8 in the math department at the U working with pre- and in-service teachers as well as coordinating freshmen level math classes to increase success, and for the last year I have served as the principal of Meadowlark Elementary. In all those years, I have never seen a crisis like we are seeing today. I have been humbled by the board's commitment to keep students safe, and its commitment to the plan for education while in "orange" or in "yellow."

Now that the governor has changed the warning system, I fear you and the rest of the board are facing mounting pressure to open school in August for face-to-face instruction. Please do not do that! Nothing has changed for SLC since the governor's announcement. The number of cases in the city (as well as the rest of the state) continues to increase.

Below are two recent interviews I did recently; they punctuate the points I'd like to make:

- 1) Meadowlark teachers, staff and I were rocked to our core when the young mother of one of our students passed due to COVID-19. She was young, healthy, and had no pre-existing conditions. The family wishes to remain private, or I would tell you more about her story. What I can say is that there have been many sick parents and students in my community. Their suffering has not been seen or felt on the east side of the district, but it's very real. Many of those who have not been sick have also had to quarantine for two weeks because they were exposed, and consequently lost money. Many of our students have tested positive. Families are often unsure how they contracted the virus, some have suggested they picked it up from their child who was playing with children who they later learned had fallen ill.
- 2) My community is afraid. Afraid of the virus; afraid their children will fall ill if they go to school; afraid for their older relatives; and afraid to speak out. You are not hearing from them because they don't think their opinion matters to the district (I know you don't think that!) They want you to know that the lives of their children and loved ones are more important to them than anything else. They are counting on us to do the right thing for them.
- 3) Yes, in person school is the best education choice for all students, I agree. On the other hand, Utah is one of 18 "red zone" states that should, according to an unpublished white house report, roll back re-opening plans: (<https://www.winknews.com/2020/07/17/task-force-report-says-18-states-in-coronavirus-red-zone-should-roll-back-reopening-including-florida/>) We are thus left with deciding between opening schools and risking the health and safety of children, teachers and their families, OR keeping everyone safe, but doing education in a less than optimal way. In my entire 28 educational career I have never heard of a decision where student safety was set aside for some other priority. Never. If we are going to error, let's do it on the side of safety. In a month, if it seems like children, teachers, and families in other districts are doing fine with face-to-face school, then we can move in that direction. Being responsible for the illness or death of just one person because we were not cautious is too great a price.
- 4) In March with the sudden dismissal, teachers, administration, and parents were taken by surprise. We all did the best we could, but it was not great. We have learned and we are far better prepared given the hard work of the Teaching and Learning, and Leadership Departments. We can augment our interaction with students if we have the ability to work from our buildings. The online plan can be modified by individual schools to accommodate some in

person meetings with parents and or students (one or two for an hour at a time.)

5) Schools and the district have limited resources in terms of time and money. If we have face-to-face school in the fall, whether full or part time, a significant portion of those precious resources will have to be spent on planning for and keeping kids and adults safe. The current reality is that face-to-face education will not be what it was before the pandemic. We will have to spend a large portion of the day training students to follow many procedures to keep them apart from one another and we will also have to be doing a lot of cleaning. Educational time will be shortened because of this, significantly. Moreover, scared kindergarten students will not be permitted to hold the hand of their teacher or another student to find comfort, students cannot be able to crowd around a white board and solve a math problem together, lunch will be in the classroom with students isolated from one another, students will not be able to mingle with students in other classes, in other words, in person education will have to be very solitary. In short, there is good reason to believe that face-to-face school under our current conditions will not be what families are expecting.

In short, online school is the most prudent choice, it will be more educative for students because we will not have to deal with all planning and execution of safety procedures for in person learning, and if schools are given the opportunity to start planning now to increase engagement, the experience will be better.

I implore each of you to be bold, choose the health and safety of students, families and teachers. Choose to set an example to the state of leadership that will Utah get out of this horrible situation. Choose to hear the voices of our community who are being drowned out by the more privileged.

Respectfully,

Maggie Cummings

https://kutv.com/news/local/salt-lake-city-principal-says-a-rush-back-to-the-classroom-is-not-worth-the-risk?fbclid=IwAR2qGJZSnKIBjvFI-mpkS_ZVhjD3XVt1INvGP9gJ-zUcG6BMjdnRvC1ahfQ

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From: [Katherine Kennedy](#)
To: [Samuel Hanson](#)
Subject: FW: WEBSITE CONTACT: Vote for Hybrid
Date: Friday, July 24, 2020 10:40:16 AM
Attachments: [image001.png](#)

[Redacted]

[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

[Redacted]

Sent from my iPhone

Begin forwarded message:

From: Jared Wright <Jared.Wright@slcschools.org>
Date: July 20, 2020 at 11:53:39 PM MDT
To: Katherine Kennedy <katherine.kennedy@slcschools.org>, "lisa.cohne@gmail.com" <lisa.cohne@gmail.com>
Subject: Re: WEBSITE CONTACT: Vote for Hybrid

Hello Lisa,

I completely disagree with Katherine Kennedy's assessment of the situation and her decision to vote for remote learning to begin the school year. This action greatly limits the ability of parents to make choices about their own students education and will certainly have a negative impact on students, both in the short

term and long term. I would recommend that you contact other board members who are willing to listen to the voices and opinion of parents outside of their immediate neighborhood and who will assess the situation using science, logic and reasoning.

Thanks,
Jared Wright

From: Katherine Kennedy <Katherine.Kennedy@slcschools.org>

Sent: Monday, July 20, 2020 10:56 PM

To: lisa.cohne@gmail.com <lisa.cohne@gmail.com>

Cc: Jared Wright <Jared.Wright@slcschools.org>

Subject: Re: WEBSITE CONTACT: Vote for Hybrid

Hello Lisa,

I also think our hybrid model is brilliant, and I will vote for it as part of our overall district plan tomorrow. I am really sorry, however, but at these numbers, I would need to vote for remote if we were voting to implement a plan. We aren't at hybrid/yellow numbers yet, and there are too many unknowns about this virus. I cannot take the risk of passing this virus to teachers, students, and family members. I hope we can get to true yellow numbers before school starts. I will push mask wearing as hard as I can.

This spring, we were not prepared to go to a virtual model. It was a scramble, and I agree that much was lost in the rush. We have worked really hard to get our teachers more training to be better virtual instructors, and they will do teaching real time this fall. Canvas will be the only platform we use. Our promise is that it will be much better. If we start in a remote model, we will move to hybrid as quickly as we can. Please advocate for your child immediately if remote isn't working, and we will work very hard to make it work for him. I have copied the new principal of West, Jared Wright, on this email, so he is aware of your situation, and please keep me up-to-date as well.

I know this isn't the answer you wanted, and I apologize. I hope that we can still meet the needs of your student.

Sincerely,
Katherine

Katherine Kennedy, Ph.D.
Salt Lake City School Board
Representative, District 3:
The Avenues, Capitol Hill, and Federal Heights



From: Salt Lake City School District <webmaster@slcschools.org> on behalf of [REDACTED]

Reply-To: [REDACTED]

Date: Monday, July 20, 2020 at 10:33 PM

To: Katherine Kennedy <Katherine.Kennedy@slcschools.org>

Subject: WEBSITE CONTACT: Vote for Hybrid

From: [REDACTED]

To: katherine.kennedy@slcschools.org

Page: <https://www.slcschools.org/board-of-education/>

Message:

I am a very involved parent of a West High student, and an education professional - I am writing to ask you NOT TO VOTE for online-only school this fall. Online-only was a disaster for my bright and engaged high school student. We can not afford any more disasters, we need a safe yet in-person option. I think the model presented for 1 day in school per week is fantastic and have been touting it to my colleagues and friends as a brilliant way to get our students back to school safely. Please vote and advocate for the Hybrid option. The whole country doesn't know what to do, let SLSD be a lead in acting responsibly and slowly with small classes 1 x per week, with gradual increases in in-person days as circumstances dictate. Online-only will be a mistake! Thank You, [REDACTED]

From: [Kristi Swett](#)
To: [Mozelle Prestridge-Orton](#); [Samuel Hanson](#)
Subject: Re: teacher contract question
Date: Wednesday, July 22, 2020 6:40:19 PM

Mozelle and Sam,
The Calendar committee purview is not a teachers contract. We just approved their contracts for 185 days, which by contract they would have to work.

The question before us, is about the 10 days the board put into limbo knowing by law there are 180 school days and the 990 instruction hours. If a waiver is approved by the state board which allows local districts to not have to comply with the 180/990 it would be better for a shared governance to make a recommendation to the board, then to have the board or administration make that decision without input from stakeholders.

That was my reasoning asking for the committee to reconvene.

Thanks,

Kristi

From: Mozelle Prestridge-Orton <Mozelle.Prestridge-Orton@slcschools.org>
Sent: Wednesday, July 22, 2020 2:05 PM
To: Kristi Swett <Kristi.Swett@slcschools.org>
Subject: FW: teacher contract question

This is what I wanted to talk to you about. The Calendar Committee does not have the authority to decide to extend teacher contracts.

That would limit the scope of the conversation for the CC to whether there was a tolerance for a discussion about limiting the length of time for Fall break, and Winter break. As you may remember, when the Calendar Committee initially put forth a calendar that did not include 2 days for Fall break, there was a firestorm of parental input that that was huge. I had to reconvene the committee for the express purpose of reinserting the Fall break.

Just concerned about the potential can of worms reconvening the CC will cause, especially if more parents are on it, and our only scope is to talk about shortening the breaks.

M

From: Mozelle Prestridge-Orton
Sent: Wednesday, July 22, 2020 1:45 PM
To: Samuel Hanson <Samuel.Hanson@slcschools.org>; Larry Madden <Larry.Madden@slcschools.org>
Cc: Alan Kearsley <Alan.Kearsley@slcschools.org>; Melissa Ford <Melissa.Ford@slcschools.org>
Subject: RE: teacher contract question

Good afternoon-

To the best I can tell, the Board voted to start school in earnest on September 8. The Board did NOT vote to adjust teacher contract days, or the beginning date of the teacher contract. Therefore, I believe that teachers start work on August 18, 2020, based on their contract and the work days calendar determined by the Calendar Committee.

Please advise if you believe my analysis is flawed.

Thanks, M

From: Samuel Hanson <Samuel.Hanson@slcschools.org>

Sent: Wednesday, July 22, 2020 11:41 AM

To: Larry Madden <Larry.Madden@slcschools.org>

Cc: Alan Kearsley <Alan.Kearsley@slcschools.org>; Mozelle Prestridge-Orton <Mozelle.Prestridge-Orton@slcschools.org>; Melissa Ford <Melissa.Ford@slcschools.org>

Subject: teacher contract question

Hello all,

As I am responding to emails and trying to clarify what we actually voted on yesterday, I am receiving a lot of questions about teachers' contracts. People are wondering, now that we've moved the start date of school, do teachers' contracts still start on the 18th?

Our board direction was certainly vague on that, so I am happy to communicate whatever you all think is appropriate on that question. Right now I think we as board members all just need to be a good conduit for information. I am also happy to decline to answer those questions if that's what's best for now.

Thanks for all your hard work.

Sam

From: [Katherine Kennedy](#)
To: [Michelle Tuitupou](#); [Nate Salazar](#)
Subject: FW: Fall Reopening
Date: Tuesday, July 21, 2020 2:09:45 PM

Hi Friends,

Have you seen this? Just as we thought!

Katherine

From: Maggie Cummings <margaritacummings@gmail.com>
Date: Tuesday, July 21, 2020 at 10:02 AM
To: Katherine Kennedy <Katherine.Kennedy@slcschools.org>
Subject: Re: Fall Reopening

Have you seen this? https://www.change.org/p/salt-lake-city-school-board-keep-our-westside-schools-safe?utm_source=share_petition&utm_medium=custom_url&recruited_by_id=0d8c92c0-c7c1-012f-4f37-4040af38c10c

| y Microsoft EOP

From: [Nate Salazar](#)
To: [Samuel Hanson](#)
Subject: Fw: SLCS D Restart - West Side Family Voices
Date: Monday, July 20, 2020 1:22:15 PM
Attachments: [image003.png](#)

FYI

Nate Salazar, MSW

Board Member, Precinct 4
Salt Lake City School District
(801)-367-6392
www.slcschools.org

From: Jennifer Mayer-Glenn <j.mayer-glenn@partners.utah.edu>
Sent: Monday, July 20, 2020 10:55 AM
To: Larry Madden <Larry.Madden@slcschools.org>; Erika Marks <Erika.Marks@slcschools.org>; Yándary Chatwin <Yandary.Chatwin@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>; Melissa Ford <Melissa.Ford@slcschools.org>; [REDACTED] Keri Taddie <Keri.Taddie@slcschools.org>; Elizabeth Montoya <Ana.Montoya@slcschools.org>
Cc: Alma Yanagui <A.Yanagui@partners.utah.edu>; Paul Joseph Kuttner <paul.kuttner@partners.utah.edu>; Jarred Roy Martinez <jarred.martinez@partners.utah.edu>
Subject: SLCS D Restart - West Side Family Voices

Hello friends,

I hope you are well. We have been trying to learn more from our west side community about how they feel about the SLCS D restart. While more responses will be coming, I thought you would like to see the results so far. Thank you so much Alma Yanagui for getting this feedback. This was the outreach: "Dear parents, we want to know how you are feeling about your kids going back to school in August considering COVID. Are you comfortable sending your kids back to school? The SLCS D plan is to have elementary aged kids go back 2 days a week and high school kids 1 day a week. Are you comfortable sending kids back for 2 or 1 day?"

Here are the responses Alma from UNP got by text message from primarily multilingual parents. Please let me know if you have any questions.

[REDACTED]
I do not agree. I do not think my children will be safe returning to school. I am not going to send my children to school.

[REDACTED]
No, kids should not return to school. There are so many people working from home to keep them safe. Are my kids not important enough to keep them safe? One or two days a week is not worth it.

[REDACTED]

Yes

[REDACTED]

I don't understand, why is the DMV, Social Security office, and every other Government Department is closed because of Covid 19 for the health and safety of their employees. Yet, the government is not thinking twice about having my children back to school. Covid is claiming lives every day. I don't want my children to be one of them. No, I do not want my children to go back to school at this time.

[REDACTED]

It is bad enough that society does not take Covid serious. It is even worse to think that our children can return to school and there will be no consequence to such an irresponsible act. No I do not want my children to return to school. And if school reopens I will not send my children. There are people getting Covid in their own homes let alone in a school full of kids that do not understand the dangers of this pandemic.

[REDACTED]

Maybe. One day a week is ok.

[REDACTED]

No

[REDACTED]

No. And if schools re-open I will not send my child.

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No

[REDACTED]

Yes

[REDACTED]

No

[REDACTED]

No.

[REDACTED]

Si

[REDACTED]

I do not think that society is ready nor prepared to keep our children safe in a school setting. I do not agree in sending kids back to school.

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No. I do not believe my child is safe in a school setting.

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No

[REDACTED]

No. I am not sending my kids to school.

[REDACTED]

No

[REDACTED]

No

3 yes

1 maybe for 1 day a week

23 no

Thank you for all you do for our families!

Fondly,
Jenny



Jennifer Mayer-Glenn

Director, University Neighborhood Partners

Special Assistant to the President for Campus-Community Partnerships

University of Utah

801-972-3596

<https://partners.utah.edu/>

UNP brings together University and west side people and resources in reciprocal learning, action and benefit - a community coming together.

From: [Nate Salazar](#)
To: [Samuel Hanson](#)
Subject: link
Date: Sunday, July 19, 2020 11:46:47 PM

<https://globalepidemics.org/key-metrics-for-covid-suppression/>

Nate Salazar, MSW

Board Member, Precinct 4
Salt Lake City School District
(801)-367-6392
www.slcschools.org

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Please let Highland High school strat in the fall
Date: Tuesday, July 14, 2020 2:01:56 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 7:35:03 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: Please let Highland High school strat in the fall

I can state all the arguments as to why we want highland highschool to start and I know all the reasons why some may think it shouldn't but the

STUDENTS WANT TO GO TO SCHOOL- I think that says enough.

Let them go to school. Let them learn in a school environment. Lets try and make things as normal as possible for our children. These kids are not going to change our covid numbers. Require all to wear a mask! Lets take extreme action to slow this down now before school starts

Please and thank you

[REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Melissa,
Date: Tuesday, July 14, 2020 2:01:25 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 8:49:36 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: Melissa,

I'm writing out of concern for the Salt Lake City High Schools' short and long term success as foundations and centers of our community. I have kids at Highland High school and I have a soft spot in my heart for the schools in our city limits. As the only county in the "orange" classification, there is a very real scenario where all the high schools in Utah will attend school in person and compete in high school athletics except for the Salt Lake School district. I believe that this will have a detrimental effect on the overall success and health of the whole district for the short and long term. I believe that we will see students and entire families transfer to schools in neighboring districts in order to have the opportunities that exist just a few blocks away, that will not be afforded them in their home district. There will be a financial burden placed on the whole of the district as families exit in this "Covid Flight".

As you consider "access" to academia and athletics, please consider ramifications that this scenario could pose to our Salt Lake City High Schools as it puts our kids at a great disadvantage. Let's put the kids of Salt Lake City first when we make policy. As a health care provider I understand the gravity of this situation as I stare into the face of it everyday as I go to work. I implore you to consider other options to reduce viral spread, for example, closing bars and limiting restaurants to outside eating and delivery and prioritizing education and keeping the high schools of our state on even footing. How about moving all high school operations to yellow status? let us work to put the students first.

Thank you for reading and considering my opinion,

[REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: In person learning
Date: Tuesday, July 14, 2020 1:58:45 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 12, 2020 at 9:57:18 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: In person learning

Dear Melissa Ford,

I am parent to three students in the Salt Lake City School District. My students are ages 12, 8, and 6. Last Spring when we did at-home learning, we tried our very best. I am a stay-at-home mom and could devote my entire day to their education. I have close friends and family members who are professional educators and I make it a priority in our home. I am always an advocate for the public school system and community schools. Thankfully, we have access to computers and internet in our home. Even with these resources, however, I cannot even begin to describe to you how incredibly difficult it was to try to motivate and teach my three school-age children while also caring for a toddler. Two of my children's teachers were very engaged in their online learning experience. Transferring their curriculum online on such short notice was a difficult task and my heart goes out to them. However, when the switch had to be made to online learning in March, one of my children received no electronic instruction from her teacher for the rest of the school year. We were not even provided with any online tips or links, and it was left to me to develop lesson plans for her. If I had been occupied with other commitments (as some parents are required to be), she would have completely lost the second half of her second grade year. I can only imagine that this was an all-too-common reality for many other families who may not have the same situation as I. This situation harms the kids by delaying their educational progression and the long-term effects are immeasurable.

The fact that the school board has now, months later, even entertained the idea of online-only learning for the upcoming school year is completely reckless and will ultimately harm the children by stunting their educational progression. And to make this decision with only six weeks left before the school year begins is very shortsighted. Given that this decision now requires teachers to again pivot their entire curriculum to online learning, I am shocked that you gave the teachers no advanced notice before making this decision. I cannot even imagine how they must be feeling by having to do this again, for an indefinite amount of time, without adequate resources. Such a disruptive plan should have been made months ago so that families and teachers could have time to prepare. As it stands

now, this hasty decision leaves little time to prepare and the children are the ones who will suffer.

Rather than online-only instruction, please reconsider and include options with at least some in-person learning. Given the fact that Salt Lake will be surrounded by other school districts that will have at least some in-person learning, it does not make sense to keep the Salt Lake students at home full time. The virus does not know or respect such tight municipal boundaries and such decisions need to be considered regionally. I understand the demographics of the Salt Lake District are unique when compared to neighboring districts. However, when it comes to childhood education, we can and should find solutions to get the kids in the classroom. If other school districts as close as two miles away can safely manage it, so can Salt Lake.

Thank you for your time and willingness to think through this decision again.



From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Schools must open in the fall
Date: Tuesday, July 14, 2020 1:58:33 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 12, 2020 at 11:10:13 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Cc: "mayor@slc.gov" <mayor@slc.gov>
Subject: Schools must open in the fall

Mayor Mendenhall and whomever this concerns,

Please take time to read this and to listen to the parents of students who desperately need to know that we/they will be returning to school in the fall. I cannot express enough the amount of anxiety it is causing among my 4 children knowing there is a possibility they won't be returning to school in fall, or at best only one day a week. My kids attend Bonneville Elementary and East High School. Homeschooling was not a good experience for my children. They are motivated and hard working students. But, there was too much of a disconnect between the students and the teachers. It was more doable for my 2 elementary aged children, certainly not positive or enjoyed, but for my highschool and middle aged children it was extremely difficult. We have access to good internet service and my children have a parent who is home full time and who is able to help. I can't imagine what it is like for families where parents are unable to be at home helping and therefore older kids are suffering having to fill in where mom and dad can't, or a parent having to quit their job to stay at home to now homeschool. There are so many factors involved in why kids need to get back to school. Not only for the education that is so desperately needed, but the social, emotional needs are just as important. Some teachers were unavailable and unwilling to work with students during homeschooling. This not only affects the fact that they aren't learning a thing, it affects their chances for college and other opportunities for their future. It is very unfair for our kids. I understand this is a hard time for so many, but giving our kids some normalcy and the opportunity to learn in a classroom environment is an absolute must. The rates of depression and abuse continue to rise with all the school shutdowns. Some students at our school go to school to have a safe place to be and to be given meals for the day. My children would be happy to wear a mask if this means getting back to school. At least 4 days a week. It seems insane that just a few blocks away from where we live kids in the Granite school district are returning to school 4 days a week. There is something to be said for those of us who stay in our school boundaries and have our kids attend the neighborhood schools. There are many in our

neighborhood who don't attend schools within our district and now I'm understanding why. I feel no loyalty if it means my child can't go back to school. Please consider changing us from Orange to yellow and then rethinking what is "allowed" during the yellow phase. It would be good for all of us. This shouldn't be political, it should be about the well being of our students and parents. Thank you for considering all of this.

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: WEBSITE CONTACT: re-opening in-class elementary schools
Date: Tuesday, July 14, 2020 1:58:18 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 8:49:14 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: re-opening in-class elementary schools
Reply-To: [REDACTED]

From: [REDACTED]
To: melissa.ford@slcschools.org
Page: <https://www.slcschools.org/board-of-education/>

Message:

Hello Ms. Ford: I am a nurse for children, educator, mother, voter and resident in the catchment area of Indian Hills Elementary School. I strongly support re-opening in-class schools especially for K-4th grades this fall 2020. This group needs an in-class experience from valued teachers for their rudimentary and essential subjects of reading and arithmetic. Zoom is neither practical nor effective for these beginning learners. As noted from the American Academy of Pediatrics directives on in-class learning have been issued. Of course, masks, hand-washing stations, frequent cleaning would be imperative. If children are ill, have a fever, an area designed, as "isolation" until retrieving parent/guardian arrive. The six foot rule would be encouraged but not mandatory if EVERYONE is wearing a mask. The practicalities of classroom space is realized. If all children are wearing a mask that is more reasonable than only sparse desks in classrooms. I strongly encourage you, as a Board, to take a very poignant and important stand on re-opening in-class schooling for this fall which celebrates and values teachers, and learning. Otherwise we will lose this generation of students. Thank you,

[REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: WEBSITE CONTACT: FALL SPORTS
Date: Tuesday, July 14, 2020 1:57:56 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 8:49:24 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: FALL SPORTS
Reply-To: [REDACTED]

From: [REDACTED]
To: melissa.ford@slcschools.org
Page: <https://www.slcschools.org/board-of-education/>

Message:
My name is [REDACTED]. My children also attend SLC schools. I am pleading with the board to please allow fall sports. I know the precautions that we must take and I am willing to work with our schools to put a plan in place for the season. As the UHSSA approved for fall sports to return, it would be sad for our 3 high schools to not participate. These are the "city kids." The kids that may not have the same opportunities as the surrounding suburbs around us. I know because I live it...Teacher's salary in addition to my second job with my husband working as well supports our family. Sports is an outlet for our children. We work hard to put them in camps and training to be able to compete. As an educator, I was able to help my children and my students during these perilous times. Many times my own students missed their connections at school, they were depressed, they felt alone. My own children had the luxury of me being home with them and have the resources to teach them...but how many don't have that support? I know teachers may fear going to school this fall, but I'm pushing to go to help the students who needs school as a safe haven. My son who will be a Junior this year and he plays football and baseball. Baseball did not happen for him this Spring, and now we are facing the same dilemma with football. Football for some of these players are their family, their safe haven, the structure they need to forget the "hard things" they may be going through. I am witnessing all of this on a personal level so please consider to let our kids play. We are willing to do all the precautions necessary to have a season. Thanks for your consideration, [REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: WEBSITE CONTACT: Kids need to be in "modified in person, in school" schedule in orange "risk" phase
Date: Tuesday, July 14, 2020 1:57:47 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 8:49:29 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: Kids need to be in 'modified in person, in school' schedule in orange 'risk' phase
Reply-To: [REDACTED]

From: [REDACTED]
To: melissa.ford@slcschools.org
Page: <https://www.slcschools.org/board-of-education/>

Message:

As a parent of a child at Beacon Heights Elementary school I couldn't help feel dismay at the email received suggesting that children will not be returning to school if Salt Lake City doesn't go to a yellow risk level from an orange risk level. An online learning option for students that are in a low risk age group does not balance the learning and emotional needs of these children with the risks. My child will not learn effectively in a home setting and I feel strongly that I am most definitely not in the minority of parents that feel any health risk associated with even limited in-person classes outweigh the losses that come from a structured learning environment. Even in the most precarious of locations like New York City (where I have family) they are making plans for limited in-person classes. If they can do it, so can we. How we can't come up with an option for in-class learning with adequate precautions is beyond me. An option that is remote learning only can't be considered an option unless under the most severe of circumstances. I, and most parents I speak to, do not believe that we are in such a circumstance. I sincerely hope that you reconsider these plans and put the Salt Lake City School District on equal footing as other districts in the State, as well as the many private and charter schools, that are making plans to return to full or part time in person learning. Please, go back to the drawing board and find a better solution for the many Salt Lake District families who feel very strongly about this. There are better and more pragmatic options.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: WEBSITE CONTACT: Please stop the unfair treatment of our students and athletes in Salt Lake City School District
Date: Tuesday, July 14, 2020 1:57:28 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 8:49:32 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: Please stop the unfair treatment of our students and athletes in Salt Lake City School District
Reply-To: [REDACTED]

From: [REDACTED]
To: melissa.ford@slcschools.org

Page: <https://www.slcschools.org/board-of-education/>

Message:

As you may know, on June 29, 2020, the American Academy of Pediatric guidance "strongly advocates that all policy considerations for the coming school year should start with a goal of having students physically present in school." The guidance says "schools are fundamental to child and adolescent development and well-being." It is critical and very crucial that our children living in the Salt Lake City School District attend school in the classroom AND be allowed to participate in athletics with ALL OTHER SCHOOLS ACROSS THE STATE. Right now, based on Utah's color-coding COVID-19 system, the Salt Lake City School District has determined that ONLY if Salt Lake City is in the yellow code, that students will be allowed to participate in the classroom settings and athletics. Salt Lake City School District is being treated differently and is choosing to treat their students differently than ALL OTHER SCHOOL DISTRICTS in the state, including school districts within the SALT LAKE COUNTY. Since you are the President of the School Board YOU MUST put a stop to this unfair practice Salt Lake City has put in place for our children. THEY SHOULD NOT BE TREATED UNFAIRLY! They should be able to attend school MORE THAN ONE DAY A WEEK AND PLAY AND PRACTICE SPORTS. Right now they can't even practice the same as all other schools in the SALT LAKE VALLEY, including bordering school districts. I look forward to your swift response to this email and swift action to ensure that ALL CHILDREN are treated fairly and with respect. It should be ALL or NONE in the state and really based on the American

Academy of Pediatrics NONE IS NOT an OPTION.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: School Reentry Plan
Date: Tuesday, July 14, 2020 1:57:18 PM

Sent from my iPhone

Begin forwarded message:

From: Melissa Ford <Melissa.Ford@slcschools.org>
Date: July 13, 2020 at 1:17:16 PM MDT
To: Jared Wright <jared.wright@slcschools.org>
Subject: Fwd: School Reentry Plan

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 12:43:52 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>, Michael Nemelka <Michael.Nemelka@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>, Samuel Hanson <Samuel.Hanson@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>
Subject: School Reentry Plan

Dear School Board Members,

I am sure you are being inundated with concerned parents about Salt Lake District's announcement about plans for the fall. I do not envy your or the superintendent's responsibility with balancing the needs of students, teachers, families and the Salt Lake community. I am so grateful for your dedication and work for our school community. We appreciate all you do!

As I'm sure it won't come as a surprise to you that I've been contacted by a host of families who have significant concerns about the plan that has been announced for the fall. I share those concerns and am hoping the district will reconsider the plan for the fall. I'm hoping you can give me some guidance as

to how I should approach sharing these concerns with the district and to whom I should address them.

Here are some of the concerns many of us have:

1. It's disappointing that the District didn't start its return-to-school approach from a place in which some in-person instruction is an option. To possibly begin the school year completely online, without even giving the hybrid plan they have created for yellow a shot, seems like an impossible task for students, teachers, and families. I've searched for other districts around the country who have announced a similar plan and that have COVID numbers comparable to Salt Lake City and can't seem to find another that is approaching things in a similar way. While I understand that the survey results showed that many parents were uncomfortable with sending their kids in Orange, I'd like to know more details about those results. Knowing the details would help us understand whether the survey constitutes a representative sample of district families. We are also curious about what "on the ground" efforts were made to get feedback from families that may not read emails or take an online survey.
2. We are curious as to whether an approach similar to Granite (and many other districts and states around the country) was considered, i.e., provide all families the option of in-person or online learning. That approach seems to be popular around the country, even in areas with more COVID exposure than SLC, and it seems to give the students and their families more control about how to proceed. Relatedly, we are interested in knowing how interests were weighed in reaching the plan the district did, i.e., are the teachers' interests being weighed more heavily than the students'? While we understand the risk teachers are being asked to take is material, it seems like whatever plan the district proposes should be overwhelmingly in favor of the students' best interests.
3. I think we all expected a hybrid model for school at some point, and can accept and understand that may balance the needs of the health of teachers and students and social distancing. It was shocking, however, that the hybrid results in only one day for high school students. It is far from obvious to us that adequate learning can take place with only one day of in-person instruction. As I understand it, students only get their classes every other term. This is among our

largest concerns and just doesn't seem reasonable. Has the district fully considered how our students will be able compete with other students in the state and nationwide with only two terms (and a long break between them) of core classes? High school students should be attending in-person more than one day a week. I understand that everything is a compromise these days, but students attending 20% of the time doesn't not seem to be in the student's best interest, even if by compromise.

4. We believe online education unfairly hurts the most vulnerable in our district: those who rely on school for food and childcare, families who work several jobs and will not be able to assist in home schooling, those with limited access to WiFi and technology (despite heroic efforts to minimize this from the district), single parents who are already stressed, and those trying to learn English as a second language. As you know, this is a huge proportion of our district's population and I fear that those students and their families' interests will be significantly harmed under the current plan.
5. After watching online school from the front row with my six children, I believe it is ineffective. We were doing it in the best of circumstances too - I am educated and have the time and resources to support and work with all of my children. Despite amazing efforts from our teachers, I did not feel like my children made much progress. They all commented to me that they were doing busy work and not learning much. They all said it was hard to understand assignments because they weren't learning how to do it in class. Studies support the idea that online school is not nearly as successful as in-person learning.
6. We could not decipher from the plan any details about a reentry plan. Our expectation is that, if we change to yellow, the district would be able to immediately adjust to the yellow schedule they have set out and not have lag time to prepare. I hope that they will constantly evaluate the situation and adjust to give kids the best chance at in-person instruction.

Many Thanks,

A large black rectangular redaction box covering the signature area.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: No Online School
Date: Tuesday, July 14, 2020 1:56:56 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 3:27:56 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: No Online School

Dear Salt Lake City District,

Hello, I am [REDACTED] and I am going to be a freshman at Highland High. I am writing this letter to address my thoughts on the online 2020-2021 school year. I honestly was never a fan of school until I was forced to start doing it online. I am a visual learner. Over my experience with online school I learned maybe two things. I would email my teachers with questions, and wouldn't get answers. I couldn't get help from anyone, and I just really hated it. Without the social aspect of school I started getting depressed and really high anxiety.

I have been working really hard this summer during the Highland High Womens Soccer conditionings, hoping that I might make one of the teams. But unfortunately so far I won't be getting a highschool soccer season where every other highschool except for East and West will. This is taking away part of the joy of having school.

It isn't right to take away our opportunities to go to school. Just a few miles away kids are going back to school four or five days a week, while we get none. We are the only district in the state that is not going back. In Europe they were able to send their children back to school within a matter of weeks. Because they realized that children weren't the ones who were the main carriers, but unfortunately it is taking us a very long time to figure that out. Think about the seniors of last year, they still got most of the year in school. They got their senior homecoming, their senior night (for the fall and winter) they got their first day of senior year. They got so much that the seniors this year will not get, including chances for scholarships. For some kids that is the only way they will be able to go to college.

For some kids this school is the only place they will be getting food, or maybe the only place they can escape abusive parents, it might be their only safe

place.

We are the future. We can not learn online. We can not learn about life online.

We can not be happy online. We can not make the future world better online.

In conclusion, I want you to let us go back to school this year on August 25.

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Opening Salt Lake City Schools
Date: Tuesday, July 14, 2020 1:56:34 PM

Sent from my iPhone

Begin forwarded message:

From: James Boyce <James.Boyce@slcschools.org>
Date: July 13, 2020 at 4:18:47 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>, Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>, Michael Nemelka <Michael.Nemelka@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>, Samuel Hanson <Samuel.Hanson@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>, Larry Madden <Larry.Madden@slcschools.org>
Cc: Jeremy Chatterton <jeremy.chatterton@slcschools.org>, [REDACTED]
Subject: Opening Salt Lake City Schools

To whom it make concern,

My name is Jim Boyce, I teach World History and AP European History at Highland High School and I am also the head basketball coach at Highland High School. I wanted to e-mail you in regards to activities for High School students this year and the color status in Salt Lake City currently. I have an additional vested interest because my son is a student at Highland High School. Morgan will be attending his first year of High School at Highland and plays football and will play basketball for me as well.

Currently Salt Lake City is in the "orange phase" which would, according to the Salt Lake School district, prevent the students from coming back to school in August. We are all preparing for an online start to the school year if things remain in "orange".

I am asking you to support a change to "yellow" in Salt Lake City and opening activities in the Salt Lake School District. I understand the health ramifications, but, I sincerely believe that the consequences will be much worse if we do not go back to school in August. I believe the results will be pretty much the same

whether we are in school or are not in school. In addition, if these students do not get a sense of "normalcy" many might drop out and in my opinion it will hurt their overall status related to high school and graduating from high school. It will hurt the entire city. I had a young lady who was a refugee from Africa as a student this past year who received straight A's for the first two terms-she was in class every day and turned in all of her work-really a high achieving student. I was really proud of her because she struggled with English and her situation did not lend a great deal of support from home-she really worked hard. She was also a leader and really helped many of my other refugee students at Highland. When school let out in March she did not turn in an assignment for the rest of the year. I am not sure exactly the situation (if she did not have internet access for example), but, this is someone if they were in the building I am positive would have received an A 3rd and 4th quarter. There are dozens of students just like her in the Salt Lake School District.

The population of Salt Lake School District-meaning the racial, socioeconomic, and family situations of students in the Salt Lake School District is diverse. If students do not participate in the fall it would be a huge burden on parents who in many cases cannot go back to work because of the fact that their children are at home. Many parents, because of necessity, will be forced to work even though their children are home. The children of these parents will either be stuck at home without supervision or will leave the house without supervision. Many of these students come from single parent homes or are in a situation where both parent(s) have to work. To think that these kids will remain home without parental supervision is unrealistic. These young people will be out and about at malls or over at friends houses or who knows where-most likely not social distancing and likely without masks. If they are at school there would be much more control. The situation would be much better than if they were at home because school is not physically in session.

The influence of a "brick and mortar" building and a "flesh and blood" teacher is priceless in this example. Certain things can be accomplished online, but, there is no substitute for face to face learning in a building for young people. I submit that having the kids come to a building with teachers who care about them and their education is certainly much better than having them sitting at home where parents may or may not be helping them with their education. My experience from last spring as a teacher made me realize that many of the students did not perform nearly to the level if they would have been in school. In addition, I was one of those parents this last spring with three students at home and it was not easy. Schools and teachers would have more control over a very volatile situation if these kids came to school. Again, to think that they would be

hunkered down at home if they did not come to school is unrealistic. They would be leaving the house and hanging out with friends at their houses and going to various places with likely no supervision. At least at school there would be much more control. The status would need to change to yellow status in order for that to happen. District and school personnel would be able to come up with protocols to ensure the students were safe. The extra curricular activities could also be handled in a way to prevent transmission of COVID-19. This needs to happen to help return us to a bit of "normalcy".

When it relates to sports for example, either all of Salt Lake County, Utah County, and many of the other counties around Salt Lake City should be changed to "orange status" or they should all be changed to "yellow" status. If these athletes are in an organized setting where symptoms such as temperatures are being regularly checked, it will be much easier to maintain control over the situation and spread of the disease. As a coach in Salt Lake School District we had extremely strict guidelines. I could not even coach my team in the spring and summer in game situations. I went and watched them play as a parent coached them while every other team had their coach sitting on the bench with them coaching them. To think that these athletes are simply going to just stay home if school or sports is not in session is not realistic. The fact that Salt Lake District remains in "orange" and most of the other school districts in Utah are in "yellow" or "green" and are allowed to play and attend is unfair. The threat of exposure and spread of COVID-19 of the Salt Lake School district schools compared to other schools like Skyline, Granger, Hunter, or Olympus is very similar if not the same. If those schools are in "yellow" and the Salt Lake School District is in "orange" that is clearly unfair in my mind. I envision mass transfers of kids from Salt Lake School District to other school districts where they can attend and participate in extra curricular activities like sports. I have talked to parents who have mentioned this and have thought about it as a parent myself. To have my son not be able to attend or participate has caused me to think about transferring to another school. Especially when the risk is the same in my opinion even though the color status is different. It has the possibility of decimating the schools of Salt Lake District.

The situation is very similar if not the same for the schools in the greater Salt Lake City area. Olympus, Skyline Granger Hunter and Cyprus are very similar to Highland, East, and West, but, we are not being treated the same because of our color status of "orange." We all can come up with protocols and strategies to deal with the situation. We can adjust if something happens and can deal with this on a school by school basis. To exclude one district from attending and participating will have very negative effects on the City of Salt Lake. It is unfair when the situation in the greater Salt Lake area is more or less the same as the inner city. It could very well be more urgent to get these inner city kids back into a situation where they are attending school and can have teachers and coaches looking after them.

Sincerely,

Jim Boyce

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Opening schools safely in August
Date: Tuesday, July 14, 2020 1:55:54 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 13, 2020 at 8:26:27 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: **Opening schools safely in August**

Ms. Ford,

I am a parent of twins who were supposed to start kindergarten this year. You need to read the article linked below and commit to opening schools in August. We can open schools safely if we do it right. Ask Governor Herbert for money to do so. Utah should use the "rainy day" fund for our children and our future.

<https://emilyoster.substack.com/p/schools-whats-it-going-to-take>

Best,

[REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: WEBSITE CONTACT: we need an option to be IN class!
Date: Tuesday, July 14, 2020 1:55:20 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 6:54:44 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: we need an option to be IN class!
Reply-To: [REDACTED]

From: [REDACTED]
To: melissa.ford@slcschools.org
Page: <https://www.slcschools.org/board-of-education/>

Message:

I am sad to see the at home only plan for Salt Lake. It will be hard, but I'm trying to figure out how to drive my children to another school district and enroll there. Children need to be in class. Please talk about ways this can be done safely. Remote learning in the spring nearly tore our family apart.

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Salt lake School District 2020-2021
Date: Tuesday, July 14, 2020 1:55:09 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 7:37:49 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: Salt lake School District 2020-2021

Melissa,

I'm writing in hopes of being heard. I wish to keep this correspondence simple and direct. Our students in the Salt Lake School District should be allowed to have more days in the classroom. The majority of our students thrive in the classroom setting. The classroom is critical for learning and development. In addition, students involved in other activities should not have subjective limitations invoked on them.

The proposed plan for students returning to school in the Salt Lake School District should be reconsidered. One day a week in the classroom (if in yellow status...) is not going to be beneficial for the students. Simply put, our students need more classroom time. This matter should be tabled again, with not only the teachers in mind, but the students. Our students are literally wanting to get back in the classroom setting.

The students involved in other activities such as sports, band, cheer, etc... should have the same opportunities as every other student in the state. The limitations based on a color coding are way too subjective. Salt Lake City is at the same risk as the other cities in our state. Precautions and guidelines have been established for our wellbeing. Our students SHOULD be able to participate in their respective activities to a greater extent than is currently being allowed. Salt Lake City is no different than any other city in our state.

The pandemic doesn't recognize, or respect zip codes, or school districts. There should be more standardization on a state level. Please do your part in making these changes more appropriate for the students. Your response is requested.
Thank You.

[REDACTED]

[REDACTED]

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: [REDACTED] invites you to read the WSJ article: The Case for Reopening Schools
Date: Tuesday, July 14, 2020 1:54:10 PM

Sent from my iPhone

Begin forwarded message:

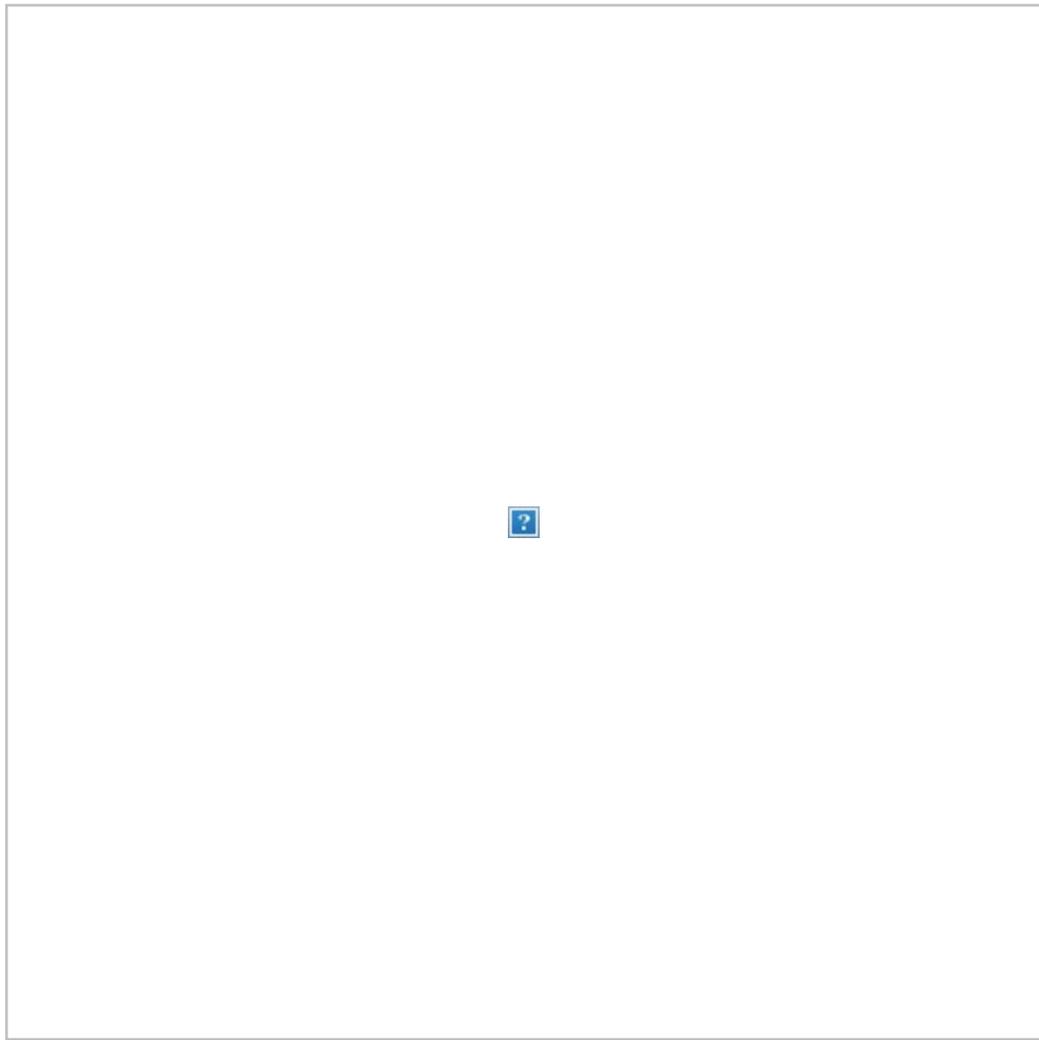
From: [REDACTED]
Date: July 14, 2020 at 1:04:42 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: [REDACTED] invites you to read the WSJ article: **The Case for Reopening Schools**

Trouble viewing this email? [View in web browser >](#)

The Wall Street Journal.



Here's the article I referred to in my email. [REDACTED]



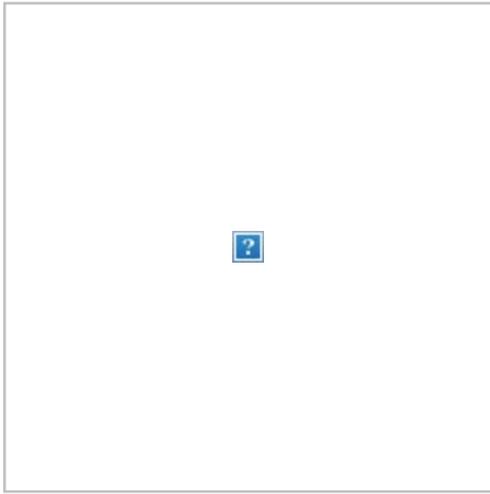
The Case for Reopening Schools

By The Editorial Board

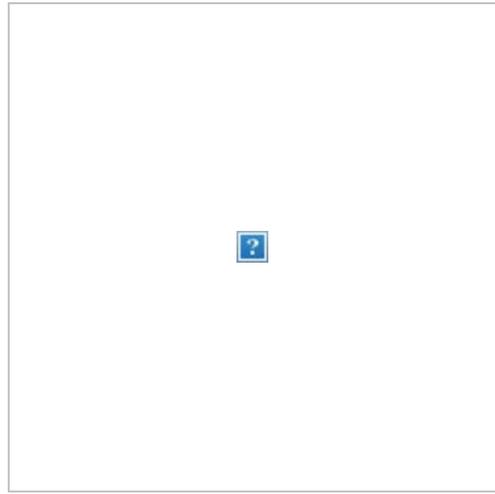
The harm from lost instruction outweighs the Covid-19 risks.

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From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: SLCS D Re-opening Plan
Date: Tuesday, July 14, 2020 1:53:59 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 1:30:14 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: SLCS D Re-opening Plan

I am voicing my opinion with regard specifically to the plan for re-opening HIGH SCHOOLS in the Salt Lake School District. The plan as presented was NOT one of the options on the survey I took a couple of months ago and I DO NOT agree with the current plan.

While I understand the risks must be taken into account, the plan as it stands DOES NOT account for the mental health of students, nor does it account for the unique needs and educational requirements for high school students. One day a week in person is absolutely not an acceptable amount of time for high schoolers in particular. Parents should be given the option to CHOOSE whether or not their student physically attends school or participates in remote learning. Considering that,

- (A) the Governor has already required students to wear masks,
- (B) the State School Board's Guidelines acknowledge that 6' distancing may not always be possible, and
- (C) **the data shows that young people are not catching the virus nor do they seem to be spreading the virus (most transmissions have been traced to adult to adult transmissions)**

the risk for students is very low. While the risk for teacher to teacher transmission is a concern, the plan requires teachers to be at the school every day and therefore does not reduce the risk to the teachers or administrators at all. This makes the argument for reducing the spread invalid.

The district must consider student safety more broadly, to include not only their COVID safety while in the classroom, but also their educational success (the school's primary mission), and their psycho/social health. Many kids will struggle with online learning, and likely fail because they do not have the support at home to be successful. I work outside of the home and am a single parent. The last term

of this past school year was an absolute disaster for my son, a senior at East High, and he almost didn't graduate because online learning was difficult for him—he nearly gave up and I was unable to provide the support needed for him to be successful. This current plan, with one day a week in-person, is basically a fully online learning environment and is absolutely not acceptable for many parents/students—especially those in lower income and vulnerable households where parents work outside of the home. And where are kids if they aren't in the safe classroom? They are:

- (1) in daycare or afterschool programs where they are exposed to other kids from outside their school bubble in possibly less “safe” conditions (and bringing that back into the school bubble),
- (2) home, which may not always be the safest place for them,
- (3) not logging in to their online learning, and/or
- (4) bored, unsupervised, hungry, getting into mischief or on the street.

Given these choices, it seems that it would be better to have them in the classroom where they are at least reaping the benefits of education, socialization, friendship, physical exercise, food, and oversight, **while not necessarily being more at COVID-risk than they are outside of school.**

Neighboring school districts are offering 5 days a week at school. With SLCSO being more restrictive many parents are planning to pull their kids out of SLCSO schools and transfer them to schools providing better opportunities, both educationally and for athletic opportunities. This will have a ripple effect on the broader educational ecosystem, overloading schools in other districts that make their plans unworkable, and will take money out of SLCSO as those students leave and they (and their siblings) may not return. This could ultimately lead to faculty reductions and a weaker district.

Furthermore, there is a QUESTION OF EQUITY. Why are our students going to get lesser quality educational opportunities than other students in the state or even across the freeway? How can we deprive our students, particularly those most at-risk, from an in-class education when we know from our spring experience that many did not engage in remote learning? The news reported that **20% of the state's students (132,000 students) never logged on even once during the COVID spring!** If they aren't re-engaged this fall, we may lose them forever. The failure to be in the classroom in a meaningful way hits our minority and underrepresented populations the hardest. We have a moral imperative not to lose these kids but we also have a legal obligation to provide equitable opportunities and a quality educational experience for all our students.

AT A MINIMUM, high schools in the SLCSO should be IN PERSON 3 days a week! The option should be given to the parents. If a parent does not want their student in school, they can opt for remote learning. But, other parents should have the option to send their students to school. This virus is NOT going away. It will be a significant amount of time before a vaccine is introduced. We absolutely MUST learn to live around it without shutting down. There will be risks, of course, but data shows that the risk to kids is low. Watching the mental health of my own children deteriorate this past Spring was devastating. They just want to

go back to school!

Sincerely,



From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: We owe our children more
Date: Tuesday, July 14, 2020 1:53:36 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 1:30:43 PM MDT
Subject: **We owe our children more**

Dear Utah and Salt Lake City Leaders,

I am writing with deep disappointment over the plan to facilitate our Salt Lake City School district children's return to school in the fall. While I trust the competence of the decision-makers, I feel it important to make sure that every voice is considered, especially the voices of those who are already marginalized because of economic and home-support limitations. I have the following objections to the amount of digital-learning proposed in the plan:

HOME SCHOOL IS NOT VIABLE AT THIS TIME

I am a single working mother and the breadwinner for my family. I have a good, stable job and a flexible employer. Yet, the last five months have been extremely draining as I have had to balance the needs of my children, our livelihood and my own well-being (that is not an uncommon feeling of working mothers even under "normal" circumstances). Online-school was a terrible experience for us. My kids needed more support and I did not have the time or capacity to give it. It was a constant source of stress for both my kids and I. I believe it was also an exercise in futility - keeping busy just for the sake of keeping busy. My kids progressed very little. I can only imagine how home-schooling played out in less privileged situations than ours. In many ways my employer gave me a "free pass" during those difficult few months, but things at work will be heating up in the fall. I will have even less bandwidth to help my kids. It will be nearly impossible for me to educate them.

I know I am not alone. Home-schooling without any time to prepare or learn how to support kids effectively causes stress for all parents, especially working and single parents. Working parents are in a vice more than ever. Workplace depression and anxiety are up and job performance is suffering as a result of all of the COVID-19 pressures. This is happening at a crucial time when

companies need the mental capacity of their workers most. When people fail, companies fail, when companies fail, unemployment rises, the economy suffers and eventually, there are even more education funding shortfalls. It's a brutal cycle of stress, unproductivity and diminishing resources. **We are selling our community short in the long run if we take away parents' ability to focus on providing for their families and therefore keep the economy open and strong.**

WE NEED TO RETHINK "SAFETY"

Now that we have some time and experience with the pandemic, we have an opportunity to be more proactive, thoughtful and forward-thinking than we did in March. If our goal is to keep our kids "safe", we need to reconsider what "safety" really means. Our children are more than virus-carriers. They are "whole beings" who deserve not only physical safety but psychological safety. For too many, basic needs such as food, shelter, and positive adult role-modeling is only available by attending school. Beyond just surviving, kids need interaction and social connection. They need to learn to work with others and develop healthy relationships. They need to learn how to navigate rules and systems and processes. When people or kids don't have the structure of work or school it leads to listlessness, boredom and angst. All of that leads to a breakdown of civility and opens up more opportunities for negative behaviors and outcomes. Productive, thoughtful, good decision-makers and citizens are not made by watching a screen. We are morally obligated as parents, caregivers, administrators and community members to meet our kids' multi-faceted development needs. If we fail to develop our children in well-rounded ways, the future - their future and our future - is literally in peril. **We are selling our kids short (and by default, our community) by not giving them what they need for their "whole person" development RIGHT NOW.**

In times of crisis, band-aid solutions are appropriate and justified. We all do our best. But when we lose focus and perspective, small decisions eventually lead to death by a thousand cuts. We are developing habits and patterns that will be hard to reverse when this COVID-19 crisis is over. It is time to focus on a future that is not determined by fear and reactivity. Please reconsider what is at stake by not allowing our kids to attend more school and participate in school activities in-person.

"Education is the most powerful weapon which you can use to change the world"

- Nelson Mandela

Thank you for your time.

Respectfully,



Human resources professional

Concerned citizen

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: New petition to you: Re-Open Salt Lake City Schools
Date: Tuesday, July 14, 2020 1:52:36 PM

Sent from my iPhone

Begin forwarded message:

From: "[REDACTED] via Change.org" <change@e.change.org>
Date: July 14, 2020 at 1:36:07 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: **New petition to you: Re-Open Salt Lake City Schools**
Reply-To: Change.org <reply.en-US@reply.e.change.org>



Melissa Ford: you've been listed as a decision maker

[REDACTED] started a petition on Change.org and listed you as a decision maker. Learn more about [REDACTED] petition and how you can respond:



[REDACTED] is petitioning Melissa Ford (SLCSD Board President)

Re-Open Salt Lake City Schools

Dear Salt Lake City School District leaders, Mayor Mendenhall and Governor Herbert: We, the parents of Salt Lake City School District children respectfully demand that you open up our schools for in-person learning and sports this fall, for those students who...

[View the petition](#)

WHAT YOU CAN DO

1. View the petition: [Learn about the petition and its supporters.](#)

You will receive updates as new supporters sign the petition so you can see who is signing and why.

2. Respond to the petition: [Post a response](#) to let the petition supporters know you're listening, say whether you agree with their call to action, or ask them for more information.

3. Continue the dialogue: Read the comments posted by petition supporters and continue the dialogue so that others can see you're an engaged leader who is willing to participate in open discussion.

CHANGE.ORG FOR DECISION MAKERS

On Change.org, decision makers like you connect directly with people around the world to resolve issues. [Learn more.](#)

This notification was sent to Melissa.Ford@slcschools.org, the address listed as the decision maker.

[Privacy policy](#)

We'd love to hear from you! [Contact us](#) through our help center.

Change.org · 548 Market St #29993, San Francisco, CA 94104-5401, USA

From: [Melissa Ford](#)
To: [Nate Salazar](#)
Subject: Fwd: Concerns Regarding Disparate Treatment for Salt Lake City Students
Date: Tuesday, July 14, 2020 1:52:08 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: July 14, 2020 at 1:41:33 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: Concerns Regarding Disparate Treatment for Salt Lake City Students

As a tax-paying citizen of Salt Lake City, a father of students in Salt Lake District and the husband of a Salt Lake District teacher; I would like my voice to be heard concerning the district's plan for this Fall and the impact that the current Orange status of Salt Lake City has on our underserved communities.

I am a first-generation college graduate. That degree has provided me with opportunities I never had before. In fact, my family has opportunities to make choices that mitigate the impact of Salt Lake District and Salt Lake City (Private School outside of Salt Lake City, etc) that others don't have. My degree was earned on the back of my school community and the opportunities I had to play team sports, specifically soccer. I could not have afforded to go to college with the scholarship I earned through soccer.

In that light, I am not writing out of concern for my own family's well-being but instead, my concern centers around the impact that these policy decisions have on our underserved community. If recent events have taught me anything, it is that I need to use my "white privilege" to identify inequity when I see it and do everything in my power to help solve the problem.

I recognize the challenges that the COVID-19 pandemic presents to policymakers. However, Salt Lake City's Orange status and the impact it has on Salt Lake School District creates a disparate situation for underserved communities. Salt Lake District, with a high percentage of minority and lower-income students, is not providing the same opportunities that students from wealthier districts are receiving. This is especially troublesome when some of the wealthiest schools in

the state (Olympus and Skyline) are 6 and 7 miles away from East High School.

We have a moral obligation to provide these students with the same probability of success that higher-income students at Olympus and Skyline have. There are clearly ways to provide safety to our physically vulnerable population without it being at the expense of our socially vulnerable.

Salt Lake Districts Fall Opening plans, especially under the restrictions of "orange" status in Salt Lake City would result in the following disadvantages.

1. The lack of in-classroom learning relative to wealthier students within 10 miles of the school places a vulnerable population further behind.
2. Fairness in training for sports relative to wealthier students within 10 miles of school leads to a competitive disadvantage that would impact scholarship opportunities.
3. Families will be required to manage more "at home learning" than wealthier families that are within 10 miles of school. That will lead to a reduction in income if a parent decides to stay home from work to manage the learning or it will lead to less school engagement if the parents are not there to help manage it.

Any one of these situations is cause for a high-level concern but the combination of all three is untenable.

Respectfully,

[Redacted signature block]

From: [Samuel Hanson](#)
To: [Melissa Ford](#)
Cc: [Nate Salazar](#); [Eric Thompson](#)
Subject: Fw: Proposed Upcoming SLC Schools Schedule
Date: Tuesday, July 14, 2020 12:27:08 PM

Hey Melissa,

After replying to [REDACTED] email (below my response), Outlook alerted me that he'd sent it to an address for you which doesn't exist.

S

From: Samuel Hanson <Samuel.Hanson@slcschools.org>
Sent: Tuesday, July 14, 2020 12:23 PM
To: [REDACTED] m.ford@slcschools.org <m.ford@slcschools.org>
Cc: Nate Salazar <Nate.Salazar@slcschools.org>
Subject: Re: Proposed Upcoming SLC Schools Schedule

Dear Eric,

I appreciate you writing and I hear your concern for our students' academic success and mental health. These are our top priorities.

As another parent wrote to me today, "The proposed plans [for SLCSD] balance both the public health and the safety of educators, students, and staff with strong commitments to educational goals and achievement. While certainly different than a traditional school schedule, I believe the proposed schedules are reflective and responsive to the extraordinary times we're facing."

I concur! I know that online learning in the spring was a rocky experience. I think that it will look a lot different in the fall. We have new leadership that is willing to foster creativity and encourage healthy experimentation as we move into the unknown. Our Teaching and Learning department has been hard at work over the summer. If we remain at the same or greater risk level come mid-August, I anticipate a much more nimble response than what the district was able to provide in the spring.

We must continue to flesh-out the plans our reopening committees presented earlier this month. We beg your patience and encourage your engagement at our July 21 board meeting. It would be irresponsible to backtrack and start again from zero. Our common sense framework will allow educators, bus drivers, nutrition workers, janitors — everyone in our buildings — to breathe. Knowing we take their survival seriously will allow them the basic sense of security required to think creatively. We will need everyone's best out-of-the-box thinking to meet the needs of our students and consistently attend to equity in this extraordinary moment. We can ask for courage, we cannot ask for recklessness.

Teachers have already died in New York, Arizona and elsewhere. But the threat I linger over is the reality of students inadvertently bringing home COVID-19 to their parents, grandparents and other adults in the home. This is not a question of if, but when. Yes, there is real trauma attached to missing out on high school dances, games and other rituals, quizzes in the classroom and the daily joys of hitting the playground with friends. There is infinitely more in losing a parent. As someone who recently lost a parent at age 31, I cannot imagine what it does to one's academic progress or social-emotional learning to lose a parent at 18, at 12, or at 6.

How are Highland and East still in a soft closure when a few miles away Cottonwood and Skyline are reopening? How is *anyone* reopening when we have more than double the new daily cases we had in May? Isn't it clear that we're trending up at greater rate that we were when we were "in red"?

<https://slco.org/health/COVID-19/data/>

I realize that our caution is uncomfortable for those who are comfortably middle class and a burden for many working families. However, I would much rather disappoint people a few months in advance by telling them what our real capacity is to operate. The alternative — and I think that leadership in Granite, Davis and elsewhere will discover this soon — is to promise something that's not sustainable and then pull the rug out from underneath families with little to no notice when inevitable closures are ordered by health officials or necessitated by employees refusing en masse to agree to unreasonable risk. I think we must be mindful of the examples we see around the

world in Israel, South Korea, Singapore and elsewhere:

<https://www.npr.org/sections/coronavirus-live-updates/2020/06/03/868507524/israel-orders-schools-to-close-when-covid-19-cases-are-discovered>

The possibility that we'll be attending funerals for educators, parents and even students remains real even under our current plan. What we will continue to hone is a compromise that makes school possible for the coming year. Yes, it will look very different from what we're used to. But I think we're making the right choice admitting that to you now, rather than bluffing and hoping for the best. I would rather start cautiously with a plan based on science and make it through the year without opening and closing over and over again. Instead of making the same agonizing decisions over and over under pressure, we can get down to the hard work of actually solving the problems of this strange, new, and hopefully very temporary reality. I think that our current plan gives us a fair shot at that, and I think that if we are careful now, we may actually be able to stay in school when it does become safe to move into the "yellow" phase of our plan.

Feel free to call me at 801.915.0625 if you would like to discuss any of this further.

I really do appreciate your engagement and candor.

Samuel Hanson

From: [REDACTED]
Sent: Tuesday, July 14, 2020 10:59 AM
To: m.ford@slcschools.org <m.ford@slcschools.org>
Cc: Samuel Hanson <Samuel.Hanson@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>
Subject: Proposed Upcoming SLC Schools Schedule

Dear Melissa

I am writing to encourage you and your fellow Salt Lake city School District board members to find a way to get our schools open 4-5 days per week. I am certain that many kids are not getting any instruction via online learning. Further, the rest of the valley is going back to school with many of our neighbors going to surrounding schools. It will create a real imbalance in learning for our district students. Let us get enough masks, gloves and shields to minimize the change of covid-19 transmission inside the schools. Don't have assemblies or pep rallies until the pandemic is over, but get our kids to most classes. Augment with online learning or have those needing online instruction to enroll in the online high school.

If we need support from the State government to get things moving, we should seek it. I will be writing the governor and others to encourage them to make opening schools the rule rather than the exception.

I will support the Salt Lake City schools in any way I can. I sent you an article from the Wall Street Journal which I thought compelling.

[REDACTED]

From: [Melissa Ford](#)
To: [Michelle Tuitupou](#); [Michael Nemelka](#); [Katherine Kennedy](#); [Nate Salazar](#); [Samuel Hanson](#); [Kristi Swett](#)
Subject: Fwd: Updates
Date: Thursday, June 25, 2020 2:06:53 PM
Attachments: [Hiring Update - 2020-2021.pdf](#)

FYI

Begin forwarded message:

From: Lexi Cunningham <Lexi.Cunningham@slcschools.org>
Subject: Updates
Date: June 24, 2020 at 6:51:50 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>
Cc: Larry Madden <Larry.Madden@slcschools.org>, Lexi Cunningham <Lexi.Cunningham@slcschools.org>

A couple quick updates -

1. [REDACTED]
[REDACTED]
[REDACTED]
2. The restart framework groups are submitting their work. I will have all parts of the framework by Friday. I will work on it this weekend and make sure that you have a completed document before I leave on Tuesday. USBE meets again tomorrow and their plan is on the agenda. There could be changes to their document. The document you will receive from me goes well beyond what USBE is requiring. All groups have worked very hard to complete their sections.
3. [REDACTED]

Lexi

From: [Melissa Ford](#)
To: [Michelle Tuitupou](#)
Cc: [Nate Salazar](#)
Subject: Re: Board Planning Meeting Ideas
Date: Wednesday, June 24, 2020 3:30:27 PM

Thank you so much for this Michelle. Nate and I are working on the agenda and will work to include these ideas. You are so thoughtful. I appreciate all that you bring to our board. I will follow up with you as we get things more finalized for the agenda.

Melissa

On Jun 23, 2020, at 3:57 PM, Michelle Tuitupou
<Michelle.Tuitupou@slcschools.org> wrote:

Hi, Melissa and Nate:

I hope you are enjoying a well-deserved break from the craziness that is the Board! I wanted to propose a few items for the agenda. If I need a second, Sam said I could put his name down. Here are some ideas I think we should be discussing and planning for the upcoming year based on conversations with community members:

- Back to School Planning
- Hiring practices
 - Permanent Superintendent hire
- Adding cultural content and training in schools
- Police presence in schools (switching police with more social workers, mental health experts, and nurses)

I'll come up with details on these and send them along by next week. I just wanted to give you a head's up. For the cultural content piece, we had a presenter at the Multicultural Commission meeting this morning who would be a great person to contact to talk to the board about educating folks about race issues. She is the Chief Diversity Officer at Weber State University. I'm also reading a book about teaching cultural diversity in the classroom and how that increases learning and test scores, especially for marginalized populations. If there is a specific way I should send the content to you to possibly talk about during our planning meeting, please let me know. I appreciate all the work you are both doing!

-- Michelle Tuitupou
Salt Lake City School District Board of Education
Precinct 1 Representative

From: [Samuel Hanson](#)
To: [REDACTED]; [Melissa Ford](#)
Cc: [Nate Salazar](#); [Larry Madden](#)
Subject: Re: Fall 2020 concerns
Date: Wednesday, June 24, 2020 1:46:21 PM

Hello!

Thank you for writing and thank you Melissa for responding from the board side. I think Melissa covered everything I would have had to say.

Here is the link to the survey: <https://www.slcschools.org/news/2019-20/summer-updates/>

News Summer Updates | Salt Lake City School District

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www.slcschools.org

Some of the questions you may end up skipping or not having an idea answer to because your child is new to the district -- that's okay, we're still happy to have your input.

Please let me know if there's anything else we can do to put you at ease, take feedback or answer questions. I would also recommend reaching out to the Hawthorne Principal Marian Broadhead if you have specific questions about Hawthorne.

Her email is marian.broadhead@slcschools.org. Feel free to keep me in the thread as your precinct 5 board member.

Best,

Samuel Hanson
801.915.0625

From: [REDACTED]
Sent: Wednesday, June 24, 2020 1:26 PM
To: Melissa Ford <Melissa.Ford@slcschools.org>
Cc: Nate Salazar <Nate.Salazar@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>; Larry Madden <Larry.Madden@slcschools.org>
Subject: Re: Fall 2020 concerns

Thank you for the email. I have not actually received any survey - is it available to families who are not yet registered due to students starting K in the fall?

Thanks,
Abby

On Tue, Jun 23, 2020 at 3:14 PM Melissa Ford <melissa.ford@slcschools.org> wrote:

Thank you for this email. I know that this is such a difficult time and the lack of information only makes it harder. There are so many people working very hard right now to plan for school to open in August. They are putting together plans based on different phases that we could potentially be in at that point. Everything is changing constantly and that makes it hard to put information out. I hope that you have taken the surveys the district has sent out to families. There is one that should have come to you today asking for your feedback. I know that they are taking all the feedback they receive very seriously. There are 3 teams looking at reopening for elementary schools, middle schools, and high schools as far as scheduling and logistics. The teaching and learning department is looking at curriculum and digital content (and much more). The Special Education department is working to plan for the needs of all the special education students. Our IT department is looking at technology needs and planning to be prepared for every eventuality. I know that it is frustrating though as a parent to not be able to plan. I promise that as soon as I have a clearer idea of the plan, I will let you know. I've included our superintendent Larry Madden on this email. Please feel free to reach out at anytime with questions. I know that we would all be happy to hear your thoughts as well. Thank you!

Melissa Ford
801-673-6961

> On Jun 22, 2020, at 5:20 PM, [REDACTED] wrote:

>

> Dear Mr. Salazar, Ms. Ford, and Mr. Hanson,

>

> My son will be starting kindergarten in the fall at Hawthorne Elementary and I am wondering about the school district's plans for managing school in the face of what looks like an unrelenting rise in COVID-19 cases. I know that other states have potential phases for opening/management (i.e. class sizes, masks, etc., based on the state/city meeting various public health markers). I know that we are all in unprecedented territory and I imagine the school board and district and working to figure out a plan. It would be incredibly helpful if you could keep parents up-to-date on the planning for the fall so we can try to anticipate and modify our work/childcare schedules.

>

> Please let me know if I should direct this email to any other individuals in the district.

>

> Thank you,

> [REDACTED]

From: [Melissa Ford](#)
To: [Samuel Hanson](#)
Subject: Re: Agenda priorities
Date: Wednesday, May 13, 2020 11:05:26 AM

Thanks Sam. We will include these suggestions on the agenda. I appreciate your thoughtfulness.

Sent from my iPhone

On May 12, 2020, at 5:16 PM, Samuel Hanson
<Samuel.Hanson@slcschools.org> wrote:

Hey Melissa,

Thanks for the conversation yesterday about agenda items for the next few meetings. As you're meeting with Nate and Dr. Cunningham today, I thought it might be helpful for me to sketch out the list of things we talked through. These were the points I could remember from our talk...

Discussion of Fall Contingency Plans—staggered houses, arts specialists out, how we scale up or down for different sizes of schools, our willingness to be out-of-step with other districts, medical advisors, how it works for different ages, what equipment we could be gathering, calendar options—e.g. ending before Thanksgiving to minimize travel exposure etc.

Discussion of Graduation — Horizonte change (I'm hoping the policy committee will address this May 18)

Discussion of Policies for Employees and Hiring around COVID-19

Discussion of SpEd issues and compensatory services over the summer

Let me know if you want me to write you and Nate more formal requests and documentation of seconds for any of these items.

Thank you!

Sam

From: [Samuel Hanson](#)
To: [Melissa Ford](#); [Nate Salazar](#); [Katherine Kennedy](#); [Kristi Swett](#); [Michael Nemelka](#); [Michelle Tuitupou](#)
Cc: [Lexi Cunningham](#)
Subject: Fw: Arts Advocacy Opportunity
Date: Tuesday, May 12, 2020 4:15:44 PM

Some good thoughts from a constituent that I thought were worth sharing. Please don't reply all.

Sam

From: Samuel Hanson <samuel.b.hanson@gmail.com>
Sent: Tuesday, May 12, 2020 4:13 PM
To: Samuel Hanson <Samuel.Hanson@slcschools.org>
Subject: Fwd: Arts Advocacy Opportunity

----- Forwarded message -----

From: Liz [REDACTED]
Date: Mon, May 11, 2020 at 9:56 AM
Subject: Fwd: Arts Advocacy Opportunity
To: Samuel Hanson <samuel.b.hanson@gmail.com>
Cc: <carol.lear@learlaw.com>

Dear Sam and Board Member Lear,

My name is [REDACTED] and I am a family in Salt Lake schools, at Riley Elementary. I'm writing to urge that our district and state boards share a public plan for arts specialists for 2020 -2021.

COVID-19 has everyone nervous about the coming school year. Schools around the world are modifying schedules and eliminating arts. While these decisions keep families safe, we need to plan now.

District music and BTSALP specialists sees hundreds of students per week. As a mom, I value what they do because I've seen the positive impact on my daughter's learning of the visual arts program at Riley elementary and the after school piano lessons led by the Mundi Project. I have also seen that while at home, I do not have time to facilitate her working on any visual arts projects because we are too busy with me keeping up with my full-time job and her keeping up with essential remote learning.

Whatever plan leaders create, we need to ensure it's well planned. Arts specialists need time to shift their instructions for the year.

Specialists hold schools together.

These plans must also include contracted groups like Tanner Dance, BTSALP, etc. I think it should also include plans for taking field trips (such as to Kingsbury Hall for UtahPresents

student matinees or to the Capital for Ballet West).

Thank you for your work on the district and state board.

Sincerely,



From: [Melissa Ford](#)
To: [Michael Nemelka](#); [Katherine Kennedy](#); [Samuel Hanson](#); [Kristi Swett](#)
Cc: [Nate Salazar](#)
Subject: SLASA Executive Board Meeting
Date: Monday, May 4, 2020 7:24:24 PM

Board Members,

I sent you an email yesterday letting you know that Nate and I had accepted the invitation of the SLASA executive board to introduce ourselves as board leadership in their meeting tomorrow. Here are the questions that their member submitted to ask us:

Submitted Questions To Ask School Board Presidency:

*What are the plans for identifying district leadership starting July 1, 2020 (timeline for interim and superintendent searches)?

*How does the school board see the district changing/evolving in the year to come given the changes in both executive administrative and board leadership recently?

*In what ways are the administrators and teachers "on the ground" participating in decisions about how to best move forwards with the 2020-2021 school year?

*What does the school board hope to see in terms of changes for the year to come?

Our meeting is at 8am tomorrow morning. If you have specific feedback on these questions (or anything else, please reach out to me. I am available to talk by phone all evening. Or feel free to email me. Nate and I take seriously our responsibility as board leadership to represent the board appropriately and accurately.

Thanks!
Melissa

From: [Larry Madden](#)
To: [Melissa Ford](#)
Subject: Re: U.S. faces back-to-school laptop shortage - The Washington Post
Date: Tuesday, August 25, 2020 7:16:17 AM

I think we are doing well. We are in the process right now of getting machines out. We do have 6000 more on the way the we will receive in September.

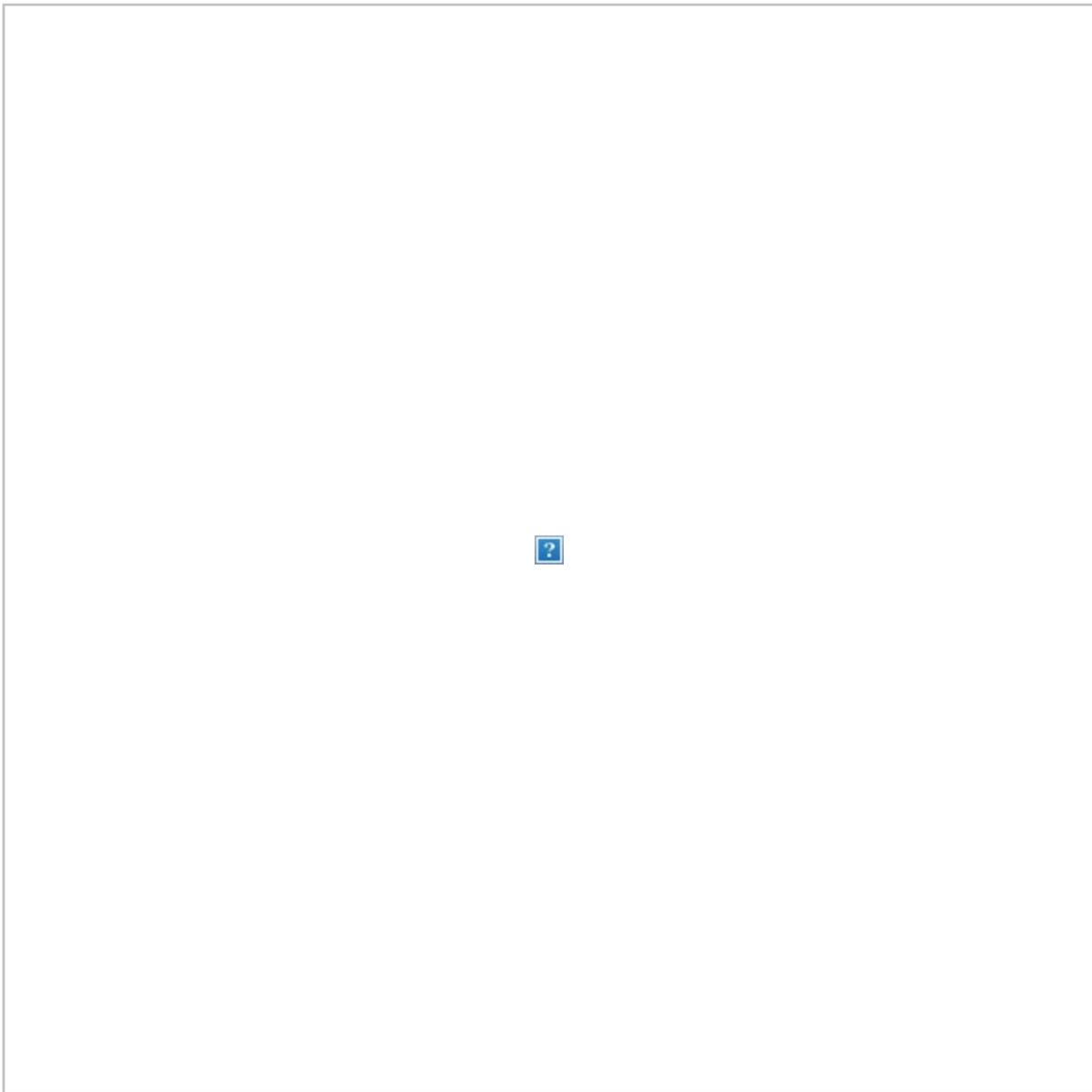
From: Melissa Ford <Melissa.Ford@slcschools.org>
Sent: Sunday, August 23, 2020 6:42 PM
To: Larry Madden <Larry.Madden@slcschools.org>
Subject: U.S. faces back-to-school laptop shortage - The Washington Post

How are we doing in this area?

https://www.washingtonpost.com/health/ap-exclusive-us-faces-back-to-school-laptop-shortage/2020/08/22/13281908-e4eb-11ea-82d8-5e55d47e90ca_story.html

U.S. faces back-to-school laptop shortage

Jocelyn Gecker and Michael Liedtke | AP
August 22, 2020 at 8:48 p.m. MDT



Tom Baumgarten, superintendent of the Morongo Unified School District, looks at a laptop with a cracked screen at Twentynine Palms Junior High School on Tuesday in Twentynine Palms, Calif. (Gregory Bull/Associated Press)

SAN FRANCISCO — Schools across the United States are facing shortages and long delays, of up to several months, in getting this year's most crucial back-to-school supplies: the laptops and other equipment needed for online learning, an Associated Press investigation has found.

The world's three biggest computer companies, Lenovo, HP and Dell, have told school districts they have a shortage of nearly 5 million laptops, in some cases

exacerbated by Trump administration sanctions on Chinese suppliers, according to interviews with over two dozen U.S. schools, districts in 15 states, suppliers, computer companies and industry analysts.

Sent from my iPhone

From: [Melissa Ford](#)
To: [Larry Madden](#)
Subject: Fwd: SL School Board Concerns
Date: Monday, August 24, 2020 10:32:16 AM

Maybe this feedback is helpful to you?

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: August 24, 2020 at 10:19:46 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>, Tori <tori@bergstrom.me>
Subject: Re: SL School Board Concerns

Good Morning Melissa,

Thank you for the quick and very thoughtful response.

Here is a little bit of follow-up that may or may not help :-)

I know you guys are in a "no-win" situation right now, which is what happens when you have a divided customer base. For what it's worth, I am empathetic to your situation. In my job, I am responsible for making decisions in how we invest in technology. We have a lot of very engaged customers and there is usually some division over the decision that is made. I have learned the hard way that the following really helps in these situations.

First, recognize that there are two problems to be solved. The first is the actual problem. In this case, how do you manage school during a health crisis? The second is how to mitigate the blowback from your "customers" who don't agree with your decision. In this case, I would estimate that no matter what you do, you will have half of the stakeholders upset about the decision.

Secondly, recognize that the group that agrees with you is pretty much good to go. They will not care about how you got to your decision because "they got what they wanted". I am not being snarky with that, it is just the reality. With that in mind, you need to have a communication strategy directed at the group that does not agree.

Here are some suggestions.

- Stop reiterating the general theme of the decision. In your case, those that are concerned about the long term impact of the decision are already at peace with the "safety" argument. Stop beating us over the head with that. We are concerned about safety but are very concerned about the social cost.
- Instead, focus on what went into making the decision. Provide as much

analysis as possible. Utilize empirical data if it is available. Saying that "I am going with my heart on this decision" is not good enough. One immediate suggestion I would make is to have Larry, or whoever is the decision maker, explain why the reopening metrics being used were chosen. It makes perfect sense to follow the guidance of the County Health Department. However, if Larry is the decision maker, he should understand **why** they are suggesting what they are well enough to provide an explanation on the FAQ page. Currently, that is not available. That should be the case with all of the decisions.

- Lastly, don't allow any communication to sound like we are being bullshitted. Everything that is said is going to be heavily scrutinized. Someone in the process should be playing Devil's Advocate and proofread that communication to keep from alienating those customers who fall on the side of disagreeing with the decision.

Thanks again!



On Sun, Aug 23, 2020 at 10:03 PM Melissa Ford <melissa.ford@slcschools.org> wrote:

 Thank you for your email. I appreciate you reaching out to me, and for being willing to share your thoughts and concerns with me. First, let me start by apologizing for not responding to a previous email that you sent to the board. My intention is to always respond completely and thoughtfully to every email that I receive. Unfortunately, I fell totally behind and was so overwhelmed by the amount of input and feedback I was receiving that I know some responses were considerably less complete than I would have liked and others fell through the cracks entirely. I am so sorry. I was able to read every email, including attachments that people sent. I am always appreciative of the information I receive from parents. I am committed to doing better.

I am sensitive to your concerns that the board has an agenda and that decisions are slanted and politicized. I work hard to make sure that I am listening to all voices and personally believe that there is no business bringing politics in to the work of the school board. But I know that with this issue that has not been the case—politics have invaded this topic. It is a reminder that we all need—to focus on students and their families and the work in front of us and not on any political agenda.

The parent survey from this spring with results made public in July is an interesting case. I have seen and studied the data from that survey. Your analysis is the most balanced that I've seen. Truthfully, I have heard that survey data repeated to me in so many different ways with so many different viewpoints and so many different concerns about how the data was collected, who responded, when the survey data was collected etc. To me, it shows that

generally speaking people are divided on this issue. It would be more compelling to me to know how parents and teachers feel now and what they would want now.

I share your concerns about the damage that this pandemic and our response to it will do to our students that are already struggling—I fear that existing gaps in educational outcomes will only get worse. And I am afraid that in the short term that will be hard to avoid. I also have great hope that if we can really focus on those students now in with a plan that is hyper focused on the individual student that we may have the opportunity now to change the way we've always done things and perhaps make real and sustained improvements for students that have traditionally not been served well by the system. I also participated in delivering gifts to East Seniors this spring. It was great for me to see the focus on reaching out to each individual student. It is a focus that I am committed to continuing.

I know that the metrics we are looking at for a return to school in a hybrid model make it seem daunting that we will return. In my conversations with the superintendent we talk about this regularly. He assures me that he will also look at the other school districts in the area and will be following their success. We are also meeting with the county health department weekly and seeking and following their guidance.

I know how important it is for the health of our community and the success of our students that we get this right. We have not navigated this smoothly, but I know that my board colleagues and the superintendent and his district level administrators as well as every building principal and teachers and staff have been working hard to be ready to teach students. We will likely continue to stumble, but I think that we are stumbling forward. We are getting better at navigating an impossible situation. While teachers were not on contract over the summer, there was still so much work preparing for school this fall being done by administrators and leaders.

You are important to me. I have personally seen how hard Tori works to support our schools. I want you to stay in Salt Lake. I want your students to be here. I want to do my part to make sure that they have the best experience through their education. We need you, we need them. We need all of our students. I love the diversity in our schools—especially our middle schools and high schools. It is why I choose to live in SLC.

The board will address the calendar at the next board meeting on September 1. We moved the start of school for September 8 at the July 21 board meeting and voted to reconvene the calendar committee. We need to add 3 days of student learning to the calendar. The calendar committee is a shared governance committee which includes teachers—as such it couldn't be convened until the teachers were back on contract. This is one of the stumbles. But as I said, we will address this on September 1.

I have said publicly that I believe that we need to get our students in to classrooms face to face with their teachers as soon as we can. I continue to

advocate for that. I know that we need to do it safely and cautiously. Even though I share your fears, I also have hope and optimism that we will be able to navigate through this to a better place for our community. Don't give up on us yet. I believe that our interim superintendent is doing every thing that he can to find solutions that are student centered and flexible. I am encouraging parents to continue to reach out both to the superintendent at Larry.madden@slcschools.org and to your children's principal, assistant principal, counselor, and teachers. We have been promised by them that they will focus on meeting the needs of every student. We need to hold them accountable for that. I believe they want to be held accountable for that.

I am happy to engage in a more in depth conversation at your convenience. You can text me or call me whenever you'd like and encourage others to as well. 801-673-6961.

Melissa

On Aug 23, 2020, at 1:31 PM, [REDACTED] wrote:

Good Afternoon Melissa,

[REDACTED] mentioned that she had a productive call with you yesterday and I appreciate you making yourself available to her. There are many concerns of mine that she didn't cover with you so I wanted to drop you a quick note.

Some of these concerns developed as I witnessed the Board's handling of the school opening plans and others surfaced via the communication I have had with other parents in the last week or so. Whether they have the energy to voice their concerns to what they perceive as a deaf audience, I don't know. So, you may or may not have heard from them yourself. Essentially, our point of view is that the School District and the Board has an agenda that developed from a vocal group of parents and via political motives while we are being ignored. Additionally, the message we are hearing is that if we don't like being ignored, we should just go somewhere else.

The general observation is that the School Board and the District have a tendency to "slant" the information they consider and communicate to a more restrictive perspective or they politicize decisions. Here are some examples:

- The results of the parent survey were published on July 16th showed a pretty even response to comfort levels with 15.2% saying they were not comfortable, 23.15% saying they are slightly uncomfortable, 12.32% saying they were neutral, 23.6% saying they are comfortable, and 25.62% saying they

are very comfortable. However, the significant findings bullet point says "Less than half of all parents (48%) across all grade levels told us they felt "very comfortable" or "comfortable" having their child return to a normal school schedule in the fall if Salt Lake City was in a Green ("New Normal") risk phase." That same bullet point could have said "Only 38.35% of respondents stated that they are Slightly Uncomfortable or Not Comfortable." **Why is the school using biased language to make it sound like there is a strong lack of support for returning to normal school? This is even more disturbing when you take the neutral results out of the analysis 48% are comfortable and 38% are not comfortable. I bring this up because it shows that from the very beginning, this process was slanted to appease the 38% of uncomfortable parents while ignoring the other 48%. I am not debating the plan in light of Salt Lake's current yellow status, I am only providing commentary on the bias that is rampant and favors one group of constituents over the other.**

- I have some very strong feelings about the permeance of white privilege that I continue to see in our society. At the end of the last academic year, I participated in delivering Senior gifts. One of the neighborhoods we visited was Glendale. My observations were disheartening. While steeped in deeper societal issues regarding economic inequality that disproportionately impacts minorities, I saw much higher density living situations and unengaged students than we would see in eastside neighborhoods. While I understand the concerns regarding case counts in Glendale and Rose Park, it was obvious to me that one of the root causes of those higher case counts was the living density. As I connected the dots, that same living density is also what led to less engagement from those students in school. My fundamental point was that, in addition to the technology issues that the district is trying to address, there is a "space" issue that has not been covered at all. Many of the students doing remote learning do not have a place to study even if the district provides a computer and somehow manages to provide adequate internet service. Additionally, economic circumstances force both parents to work in many of these households so these students do not have someone there to support them when they hit roadblocks or oversleep. My opinion is that by continuing with an online-only model we would be supporting systemic racism by punishing minorities for having higher case counts by also forcing those same students to find a way to study when their non-minority peers have better space and parental support. This will lead to an obvious achievement gap. **I bring that up because I sent that concern to every Board Member including yourself. While I did not receive a**

response from you, which was upsetting, I did receive responses from Michael, Michelle, and Sam.

Interestingly, Sam engaged in dialogue with me, which I appreciated. However, he made one statement in an email that was concerning. I shared a link to the CDC guidelines, which encouraged in-person classes and his response was "I have to be honest with you that I think that the last guidance from the CDC represents some political pressure from the Trump administration". Whether Sam is the type of person who is politically motivated in his decision making, I don't know. However, this is an indication to me that he is, or at the very least, has chosen a position and is picking and choosing the guidance he is going to use to support that position.

- While Board Member Katherine Kennedy is not my representative, she has made some very disturbing comments that make me fear for the future health of the Salt Lake School District. Since you are Board President, my hope is that you have some influence on this behavior. She has commented that if parents don't like the plan, they should just move to another district. Additionally, she said on a KSL podcast while discussing reopening plans that she hopes President Trump does not win re-election. **The Trump comment leads me to believe that, like Sam, these decisions are being politicized and are not taking into consideration the views of the entire constituency. The issues created with the "if you don't like it, then leave" attitude go without saying.**
- The metrics for a hybrid model have been stacked in favor of this same agenda. **How does percent positive factor into any safe opening strategy? That requires a significant amount of asymptomatic testing in order to reach a 5% threshold and asymptomatic testing is randomly dependant on testing capacity and society's willingness to get tested for no reason! Why are opportunities being taken away from our kids based on something so random? The only conclusion is that the District is trying to fit a biased narrative and sabotage any chance of having a hybrid model in the near future.**
- During the board meeting that took place on July 22nd, it appeared that the District had done no planning and the Board seemed unprepared to discuss the situation. Larry Madden started his proposal by saying that "it was going to be different than the Spring because they had been training teachers all Summer". **That was a disingenuous statement and I viewed it as him trying to pacify parents that were disgruntled with how things developed in the Spring. As you know, Tori is a teacher in the district and had not received any training up to that point and logic would indicate that if teachers are not working, then they are**

not attending training. That statement by the Superintendent eroded all trust that I have in him to be truthful when providing updates.

- **During that same meeting, you motioned to convene the Calendar Committee. I tried to research whether that happened and there is no indication that it did. How can we trust the Board if the basic procedure isn't even followed? If the Committee was indeed convened, I will retract this concern.**
- **We have received no communication from East High regarding restart plans. Again, how can there be any faith that the District is prepared if we are not receiving communication?**

If the 50%, or wait! the 48% (which as we know is **less than 50%** "*sarcasm*"), don't feel like they are being heard, they will take Katherine up on her offer to move districts. Simple math says that equals financial devastation for the district. Not only that, but many of the parents who make up that group are also the most engaged parents in the district, they are the backbone of the community that provides support where the district/school can't. **I know this first hand because [REDACTED] and I are in that group and I have discussed this with like-minded parents. Here is the reality.**

- **[REDACTED] and I are at the point that have discussed other career options for her because she is not being heard and the district is a political mess!**
- **We have thought about transferring [REDACTED], who have an opportunity to follow [REDACTED] in being the [REDACTED], to another school. Other parents of top-performing students are considering the same thing because we are not being heard!**
- **Your most engaged families that are critical to a healthy school community will leave because they are not being heard!**
- **We have options and we have chosen to stay at schools that need us because we love the communities we are part of. If we leave because the district doesn't want us there, we also leave that community.**
- **At this point in time, I have lost faith in the district. At it's best, we either receive no communication, biased communication or are lied to. At its worst, we have been asked to leave. Unacceptable!**

Why is all of this happening? I have no clue. Since the small amount of communication we are receiving is slanted, the only conclusion I can draw is that the voices being heard by the District and the Board are from the minority(38.35%) that are not comfortable even if we go back to being green. Additionally, we have politically motivated Board Members that are leveraging the voices of that group to support an

agenda against President Trump. For the record, I probably agree with them politically but not to the point of ignoring CDC guidance or bringing that into a public forum as a Board Member during a podcast on school reopening decisions!

Meanwhile, your most engaged parents (many of who are in your district!) are ready to give up and go somewhere else. I don't want that to happen, as you can see from my second bullet point, I sincerely care about our most vulnerable students and they will be the ones who are most impacted if that happens.

Please let me know if we are at the point of no return so I can stop expending energy "fighting the windmills" that are the current Salt Lake District Leadership and School Board. I will do what's best for my own kids by transferring them out of this mess.

This email took the last bit of energy I have to try to be heard.

Thank you,

[REDACTED]

From: [Larry Madden](#)
To: [Katherine Kennedy](#)
Subject: Re: Screenshot with September 22nd date
Date: Wednesday, August 19, 2020 11:23:57 AM

We said day average. So from the 15th to the 22nd of September.

Larry

From: Katherine Kennedy <katherine@kennedys.org>
Sent: Tuesday, August 18, 2020 2:25 PM
To: Larry Madden <Larry.Madden@slcschools.org>; [REDACTED]
Subject: Re: Screenshot with September 22nd date

So that means that Salt Lake City will need to maintain 5% positivity for 14 days before September 22nd in order for us to decide to return in early October?

From: Larry Madden <Larry.Madden@slcschools.org>
Date: Tuesday, August 18, 2020 at 1:28 PM
To: Katherine Kennedy <katherine@kennedys.org>; [REDACTED]
Subject: Re: Screenshot with September 22nd date

Hi Katherine and Arden,

Those dates are accurate. We needed a little lag time between when we decide and when we might actually return. So on September 22 we will make the call for the remainder to 1st quarter.

Larry Madden

From: Katherine Kennedy <katherine@kennedys.org>
Sent: Tuesday, August 18, 2020 1:11 PM
To: [REDACTED]
Cc: Larry Madden <Larry.Madden@slcschools.org>
Subject: Re: Screenshot with September 22nd date

Hi [REDACTED],

Thanks for pointing this out. It seems pretty definitive, doesn't it? I am copying Larry.

Larry, have these dates not been updated after the start of school has not changed (and is this another thing we are struggling with due to the fact that the calendar is tied up in knots because it is both technical and a shared governance committee)?

I told [REDACTED] that it is extremely unlikely that Salt Lake City will reach positivity rates lower than 5% for two weeks before September 22nd, and she has a strong basis in science so she understand these odds.

Thanks, Katherine

From: [REDACTED]
Date: Tuesday, August 18, 2020 at 1:00 PM
To: <katherine@kennedys.org>; [REDACTED]
Subject: Screenshot with September 22nd date



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SALT LAKE CITY
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TABLE OF CONTENTS / CONTACT

If we return to school using the hybrid model and we did not select the online option but cases are still too high in our opinion, can we still stay online only?

The first decision date is September 22 for a return on October 9. Families who choose to have students continue online only services beyond the October date can let the district know then that they plan to continue until the next quarter break (November 9). If for some reason we do not return at the October time, we will set another date for families to indicate their choice.

If you opt to keep your child remote at the start of the school year, how easy will it be to transfer your child to in person learning later?

Students will be able to transfer back in to in-person learning with minimal disruption. The

home school classroom and the online classroom will not be on exactly the same page, but they will be very close in the pacing guide. Transferring in at a logical break in the school calendar, such as at quarter break, will be as seamless as possible.

DUAL LANGUAGE IMMERSION

Is there a plan to still teach the Dual Language



From: [Larry Madden](#)
To: [Michelle Tuitupou](#)
Subject: Re: Dear Board Members
Date: Wednesday, August 19, 2020 11:03:50 AM

Thanks Michelle,
The disclaimer is a good idea.
Larry

From: Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>
Sent: Tuesday, August 18, 2020 5:34 PM
To: Larry Madden <Larry.Madden@slcschools.org>
Subject: Re: Dear Board Members

Hi, Mr. Madden:

I'm okay with adding the calendar to our September 1st meeting and posting our current calendar online. I would maybe recommend adding a short disclaimer saying the calendar will change pending board meeting regarding the late start to the school year (or something along those lines).

-- Michelle Tuitupou
Salt Lake City School District Board of Education
Precinct 1 Representative

From: Larry Madden <Larry.Madden@slcschools.org>
Date: Monday, August 17, 2020 at 4:51 PM
To: Melissa Ford <Melissa.Ford@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>, Samuel Hanson <Samuel.Hanson@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>, Michael Nemelka <Michael.Nemelka@slcschools.org>
Subject: Dear Board Members

Dear School Board members,
You should have received an invite to our kick off of the school year tomorrow morning at 8:30AM. I hope you are able to attend. If you are able, please shoot me a text so that I can recognize you.

[REDACTED]

I need to address the issue of the calendar with all of you. At the board meeting when we moved the start date to September 8 it was voted to convene the calendar committee. That has not happened and I will take ownership of that. While I do understand that your vote is a directive to act, there were some complicating factors in this instance, and the lack of quick action was not intended to skirt our shared governance process. We did not have information from USBE regarding a possible waiver to 180 day requirement and there were no teachers available since they are not on contract until tomorrow, August 18.

In an effort to generate a calendar in a timely fashion we did work a proposal, which was what I sent to you all last week. While it was labeled as a proposal, that is not how I characterized it in the body of the email. I called it our "the plan to meet our 180 day requirement."

The question now is what is our next step? It seems that having this go to the calendar committee could be difficult timewise. We currently do not have a calendar for the school year posted on the website and we need to fix that as quickly as we can for our families.

We can either move ahead with the calendar committee or put this back on the agenda for our September 1st meeting and make a new decision about the calendar. In discussing this with Board President Ford, it is our recommendation we place this on the September 1st meeting agenda, and in meantime, post the proposed 180 day schedule on the website.

Please send me your feedback.

Again, my apologies for not handling this better.

Larry Madden

From: [Larry Madden](#)
To: [Melissa Ford](#)
Subject: Re: A/B Terms versus A/B Days
Date: Tuesday, August 18, 2020 2:22:51 PM

I had forwarded this to Brian and he is meeting with HS principals this afternoon sometime.
Larry

From: Melissa Ford <Melissa.Ford@slcschools.org>
Sent: Tuesday, August 18, 2020 2:21 PM
To: Larry Madden <Larry.Madden@slcschools.org>; Brian Conley <Brian.Conley@slcschools.org>; Tiffany Hall <Tiffany.Hall@slcschools.org>
Subject: Fwd: A/B Terms versus A/B Days

I continue to hear these same concerns regularly.

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: August 18, 2020 at 2:11:35 PM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>, Michelle Tuitupou <Michelle.Tuitupou@slcschools.org>, Michael Nemelka <Michael.Nemelka@slcschools.org>, Nate Salazar <Nate.Salazar@slcschools.org>, Samuel Hanson <Samuel.Hanson@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>
Subject: A/B Terms versus A/B Days

Dear Salt Lake School Board Members,

Time is short. There are still more questions than answers.

The alternating A/ B Terms solves ONE complaint, but how many others does it create!?

I believe there were complains that eight classes were too many to do online because there was no platform uniformity. It was difficult to navigate as teachers were doing their best to make it work. The district has solved the problem moving the entire district to the Canvas platform. Uniformity achieved!

Complaints with A/B Terms:

1. "Summer slide" between terms
2. "Summer slide" before end of year testing
3. Academically lopsided term schedules

4. Interrupted teacher/student relationships
5. Lack of full year homeroom teacher monitoring
6. Added anxiety with another new model
7. Loss of peer study groups when on different A/B terms
8. Shorten A term due to September start
9. Unproven education model
10. Doesn't work with concurrent classes

All of the above issues would disappear with a traditional 8 classes per term.

Why try to implement new class structure when also trying to implementing a brand new school (online) structure? A simple shift or return to A/B Days each term is easy. Student class schedule would remain the same.

If new 7th grade junior high students can manage 8 classes per term, I believe high schoolers who are use to this model can CONTINUE to do so.

I would appreciate knowing the other benefits or reasons why high schools in SLCS D are adopting A/B Terms that I might be unaware of when it seems that there are many reasons not to.

Thank you,



From: [Larry Madden](#)
To: [Melissa Ford](#); [Kristi Swett](#); [Michelle Tuitupou](#); [Michael Nemelka](#); [Samuel Hanson](#); [Katherine Kennedy](#); [Nate Salazar](#); [dhati.oommen](#)
Cc: [Mozelle Prestridge-Orton](#); [Alan Kearsley](#); [Kristina Kindl](#); [Sandra Buendia](#); [Roberto Muñoz](#); [Tiffany Hall](#); [Yándary Chatwin](#)
Subject: Updates
Date: Monday, August 17, 2020 5:49:32 PM

Dear Board members,

Here are some updates for this week –

1. FAQ Webpage

- a. We posted an FAQ page to our website last week. It contains all the questions from the townhall, as well as several others we didn't get to. We emailed and texted parents today to let them know this site is up. [Here is the link to the FAQ page: <https://www.slcschools.org/news/2020-21/school-restart-faq/>](#)
- b. Just in case you need it, here is the link to learn about the full school restart plan for the district – <https://www.slcschools.org/news/2020-21/board-of-education-approves-school-restart-plan/>. Sharing this in case it's useful as you converse with constituents.

2. Some of you have parents asking where they can find info on the COVID numbers we will use to determine when it's safe to start bringing students back into the classroom in person. You can find that info via the following two websites:

- <https://slco.org/health/COVID-19/data/>
- https://covidactnow.org/us/ut/county/salt_lake_county?s=883171

Here are the metrics we're using:

- COVID positive test rate of 5% or less in Salt Lake County
- Fewer than 10 new COVID cases per 100,000 residents of Salt Lake County.

3. Tomorrow is our first day back for our teachers. We'll begin our contract days with a LIVE opening keynote and welcome at 8:30am. If any of you is interested in participating with us remotely, you can use this link to watch live tomorrow at 8:30am: [click here for the keynote](#). Wednesday, August 19 and Thursday, August 20, all educators will participate in professional development.

4. Visitor Guidelines signage

- a. We will be posting uniform signage across the district with guidelines for visitors to follow when in our buildings. We will have signage posted in both English and Spanish. You can view the English poster here if you would like: https://slcsd.sharepoint.com/:b/s/CommunicationsandCommunityRelations/EYhxMnQxVGRlu1mApv0rFMYBDDML5c1Y9aL2YV_j77nfOA?e=XTFjZl

Larry

From: [Katherine Kennedy](#)
To: [Larry Madden](#)
Cc: [Samuel Hanson](#); [Nate Salazar](#)
Subject: Fwd: 8.16.2020 West High Updates
Date: Sunday, August 16, 2020 10:32:27 AM

Just wanted you to see what Jared is sending. He has sent a few other things like this—never on the District’s team as most other principals are. Neither does he acknowledge that he designed the high school hybrid model that puts all A classes in quarter 1 and B in quarter 2, which is so unpopular with parents.

K

Sent from my iPhone

Begin forwarded message:

From: West High School <westhighadministration@slcschools.org>
Date: August 16, 2020 at 8:35:28 AM MDT
To: katherine@kennedys.org
Subject: 8.16.2020 West High Updates
Reply-To: westhighadministration@slcschools.org

Dear West High Parents and Guardians,

We appreciate your patience as plans for the 2020/2021 continue to develop. Our commitment to you and to your student(s) is to provide the very best online education possible. As plans for starting the school year are finalized, we will share them with you.

Here are the latest updates from West High School:

- Registration is open and can now be completed entirely online. [Click HERE for registration.](#)
- As of August 15, we have not received clear direction from the school district as to the specifics of the daily schedule, such as start time and end time. It is confirmed that online synchronous classes will be held Monday, Tuesday, Thursday and Friday for each class on a students’ schedule. We have adopted a double block structure for the first semester, which means that 1st quarter will only be **A** day classes, 2nd quarter will only be **B** day classes.
- We are working on developing communication standards for the school. Our aim is to establish clear avenues and protocols of communication between parents/students and teachers, as well as general communication from the school. Currently we are working to update the [school website](#) with the most current

and helpful information. We are also planning on extending office hours so that parents or students can contact the school from 8 AM to 8PM, either by phone or by email. To help guide our development of communication standards, [please fill out this communications survey](#).

- School Begins (online) on September 8, 2020.
- Class changes can be made by filling out [a class change form](#). We will be making class changes up until August 28th. Click [HERE to view the West High Counselor page](#), which includes the counselor alphabet assignments.
- On August 31, September 1, 2, and 3 from noon to 8PM we will run device, textbook, and instructional material (art supplies etc.) distribution. Distribution will be organized in a drive-through format and will take place in the west parking lot.
- Freshman orientation will take place on August 31 and September 1. Freshman parents will be received detailed information next week.
- Administration assignments for this school year have been modified so that administrators can have a greater focus on a single class and be actively engaged with helping students be successful at West and graduate on time.
 - Seniors, Class of 2021 – Rob Litteral
 - Juniors, Class of 2022 – Ellery Jones
 - Sophomores, Class of 2023 –Dr. Mele Taukei'aho
 - Freshman, Class of 2024 – Dr. Robert Guido
 - ELP, Classes of 2025/2026 – Kate Arch

Once again, thank you for your patience as we prepare for the school year. We will keep you updated as plans are finalized.

Sincerely,

West High Administration

Salt Lake City School District would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Salt Lake City School District directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

From: [Melissa Ford](#)
To: [Larry Madden](#)
Subject: Fwd: WEBSITE CONTACT: Support for working families during online learning
Date: Friday, August 14, 2020 11:04:07 AM

Sent from my iPhone

Begin forwarded message:

From: Jennifer Nuttall <jennifer@nhutah.org>
Date: August 14, 2020 at 10:58:05 AM MDT
To: Melissa Ford <Melissa.Ford@slcschools.org>
Subject: WEBSITE CONTACT: Support for working families during online learning
Reply-To: jennifer@nhutah.org

From: Jennifer Nuttall: jennifer@nhutah.org

To: melissa.ford@slcschools.org

Page: <https://www.slcschools.org/board-of-education/>

Message:

We wanted to make west side salt lake families aware that Neighborhood House is offering full day school age care while the school district is doing online learning. We will be assisting children with their online schooling, and will provide wifi and computer access, as well as meals every weekday from 6:30 am to 5:30 pm. We are a nonprofit, so all of our programs are offered on a sliding fee scale, and are affordable to all families. If you have particular families you are worried about falling through the cracks at this time, please reach out, as we can help with this support. This service will be vital to families where both parents are working, to help assist them while school is not in person. We serve children ages 15 months old to 12 years old. To enroll, contact NH at 801-363-4589 or visit our website nhutah.org.

From: [Larry Madden](#)
To: [Melissa Ford](#)
Subject: Fw: 180 Day Proposal
Date: Thursday, August 13, 2020 3:53:37 PM

From: Mozelle Prestridge-Orton <Mozelle.Prestridge-Orton@slcschools.org>
Sent: Thursday, August 13, 2020 1:46 PM
To: Larry Madden <Larry.Madden@slcschools.org>
Subject: 180 Day Proposal

Superintendent Madden:

I first want to say that I am humbly coming from a position in which I believe everyone is doing the best they can, have good intentions, operate in good faith and are being trusting and trustworthy. I also want to clearly stipulate that I am very respectful and conscientious regarding my obligations to fulfill a directive for performance based on a vote of our Board of Education, or even requests from individual Board members, for which Board Member Swett should be aware.

For context- I would like to clarify the role and responsibility of the Shared Governance Calendar Committee (SGCC). The Written Agreement, Section 15.4.6:

15.4.6 Work Year. The official school year calendar shall be adopted in governance with the association according to the following steps:

- a. All proposed calendar parameter changes shall be distributed to the School Community Council Chair, School Improvement Council Chair, and school administration for review. Using the Shared Governance Process, each School Community Council shall submit recommendation(s) to the district calendar committee.
- b. The district shared governance calendar committee shall formulate no fewer than three (3) specific calendars to be distributed to the School Community Councils for recommendation.
- c. No calendar shall be recommended by the district shared governance calendar committee for adoption until the SICs and SCCs have had at least thirty (30) working days to consider the calendar options.
- d. The district shared governance calendar committee shall recommend for adoption by the board the calendar which receives the highest weighted approval.

The SGCC performed within its scope to the assigned performance functions, and presented three calendar options for the three upcoming school years, one of which was adopted by the Board. This July, the Board of Education voted to abbreviate their own adopted calendar, and then voted to have the SGCC reconvened. The SGCC's scope does not include meeting to affirm, or deny, or alter, a Board adopted calendar. Neither can the SGCC add or subtract from the contractually obligated days for teachers. So far, I have not received any operational guidance on how to convene the SGCC with the agenda that they are an active participant in shared governance, once the Board has voted on adoption of a calendar, altered from a previous calendar or not.

Per Board Member Swett's email; "... The committee may have reached the same decision, or provided other options for the board to consider, when given the parameters from USBE." I would like to offer three points in regard to this statement: One- once the Board voted to alter the instructional calendar, the opportunity for voice and input to influence that vote ceased; two-it is not within the scope of the SGCC to perform functions outside of those directed above, and; USBE did not provide a decision on whether they would waive or otherwise alter the parameters for districts to meet the 180 day requirement *until last Thursday, August 6, 2020*. We knew that discussion was upcoming with USBE, there would have been no point in even attempting to create a solution to the 180 issue until after that decision had been publicized.

Board Member Swett also stated: "However, now that the 180 day plan was shared at the Town Hall last night, what would be the point of reconstituting the committee." We did not state a proposal, decision or in any other way, discuss the 180 proposal. You asked me to address that we were working on balancing the quarters, and that is what I did. I very firmly, and intentionally, did not address the 180 proposal.

Quite frankly, it seems disingenuous to convene the SGCC, after the Board voted to alter the instructional school year. Clearly, it is the Board's goal to always provide parents and teachers a voice. That opportunity was provided continuously prior to the Board vote. If any Board member felt that more opportunity for input was needed, perhaps a different motion should have been made.

Board Member Swett stated: "...familiar with the shared governance process, a process which has provided opportunities for our stakeholders to have a voice in setting the district calendars...not always a smooth process, but a process which has been followed for many years. In these unprecedented times, trying to find opportunities to allow parents and teachers to have a voice..." I am perplexed with how the SGCC would have a voice, when they would be operating outside their scope and authority, and the Board of Education has already voted.

The SGCC's job is to come up with one traditional, and two additional calendar options. Those

three calendar options are to then be sent to school administrators, and shared with school's SICs and SCCs, allow 30 days for review and a vote, and then take that information back for the Board to consider and then for the Board to make the final decision. As SICs and SCCs could not possibly convene and consider the options prior to, at the earliest, August 18, I do not see how that process could possibly be enacted and carried out without the SLCS D starting the school year with an instructional calendar that meets state requirements. To convene the SGCC and honestly deploy the process would not have provided the district with an instructional calendar that meets state requirements in a timely manner.

Furthermore, even if there were provided a reasonable manner to undertake shared governance after the Board abrogated that option, teacher contracts do not begin until August 18, 2020. As you may recall, we discussed the issue of trying to arrange for a reasonable presence of teachers previous to August 18, and determined that it would best to put together the SGCC once teachers were in contract. I also discussed this with SLEA President Tobler, he stated that it would be difficult to impossible to convene the SGCC (if we actually had reason to do so), before teachers were on contract.

I would also like to address the Board's direction for a heightened parental presence on the SGCC. Per the **Guidelines for Developing Calendar Options** (Guide), "The following parameters are to be used in preparing calendar options:

I. Traditional Calendar Development and Adoption (three year cycle)

A. District Calendar Committee

A district committee made up of stakeholders representing parents, teachers, classified staff, and administrators from all levels of schools and departments will be convened."

In a transparent process, no one group in the above list would be able to outweigh the representation of another group. A vote by the Board to add more parent representation flies in the face of the Guide, and actually flies in the face of shared governance, since the guide was collaboratively written, and agreed upon, many years ago. If more parents were to be added to the committee, then more teachers would be, more administrators would be, more classified would be, and on that cycle would go.

I am hoping that this message is received in the spirit in which I am sending it. I always, to the very best of my abilities, respectfully and fully carry out directives from the Board and my Superintendent. I just have no idea how to honestly fulfill this directive with integrity to the process, and with transparency and fidelity to all the people who would spend their precious time involved in this task.

Respectfully,

Mozelle

Mozelle Orton, M. Ed
Executive Director, Human Resource Services
Excellence and Equity: every student, every classroom, every day
Salt Lake City School District
440 East 100 South, SLC, Ut 84111
801-578-8343

From: Kristi Swett <Kristi.Swett@slcschools.org>
Sent: Wednesday, August 12, 2020 2:04 PM
To: Larry Madden <Larry.Madden@slcschools.org>; Melissa Ford <Melissa.Ford@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>
Cc: Mozelle Prestridge-Orton <Mozelle.Prestridge-Orton@slcschools.org>
Subject: 180 Day Proposal

Dear Larry,
Yesterday the weekly update did not include my name, I am sure it was an oversight, but grateful it was forwarded to me, by another colleague.

I would like to take a moment to address the 180 day proposal from Mozelle, which was attached to your update. It was distressing to me, that a formal motion from the board, which gave direction to the Superintendent to reconstitute the calendar committee, was completely disregarded. Instead, a proposal from the Human Resource Director, which was attached to your update stating,.... " Attached is the plan to meet our 180 day requirement..." you did not indicate that is was a draft plan, or a recommendation from the calendar committee, but as the proposal letter states, the plan came from "The leadership of the Salt Lake City School District..."

As an employee of 29 years in our district, you are very familiar with the shared governance process, a process which has provided opportunities for our stakeholders to have a voice in setting the district calendars...not always a smooth process, but a process which has been followed for many years. In these unprecedented times, trying to find opportunities to allow parents and teachers to have a voice, was the reason the board gave direction to reconstitute the committee. The committee may have reached the same decision, or provided other options for the board to consider, when given the parameters from USBE. However, now that the 180 day plan was shared at the Town Hall last night, what would be the point of reconstituting the committee.

The decision to blatantly disregard the direction given by The Board of Education, is again, unprecedented and to be frank, unacceptable.

Kristi

Kristi Swett
Board Member
Salt Lake City Board of Education
Precinct 7

From: [Samuel Hanson](#)
To: [Larry Madden](#)
Cc: [Brian Conley](#)
Subject: Fw: Bonnie O'Brien shared "TEACHER CHOICE FOR ONLINE" with you.
Date: Tuesday, August 11, 2020 5:56:39 PM
Attachments: [AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)
[AttachedImage](#)
[EHS Teacher's plan page 1.pdf](#)
[EHS Teacher's plan page 2.pdf](#)

Hello Larry and Brian,

I am sending along this alternate schedule idea that a few teachers at East put together. I understand that as a group they may be deliberating over when or how to share it but, as you'll see below, it's been shared with me and Nate and Melissa. At this point I figure that it doesn't really make much sense to wait to talk about it at a meeting or worry over East SIC approval before sharing it, since we're really at the eleventh hour to make any changes. I will support whatever schedule you and the cabinet approve. But I didn't want the thought and work that these teachers had put in to be missed. I think it represents their concern particularly for students at East who work during the afternoons.

The inimitable Bonnie O'Brien, who is one of about a dozen teachers at East who worked on it, is more than willing to chat about it with anyone who will listen.

Thanks! See you very soon at the meeting!

Sam

From: Bonnie O'Brien <Bonnie.O'Brien@slcschools.org>
Sent: Monday, August 10, 2020 1:27 PM
To: Melissa Ford <Melissa.Ford@slcschools.org>; Nate Salazar <Nate.Salazar@slcschools.org>; Samuel Hanson <Samuel.Hanson@slcschools.org>
Subject: Bonnie O'Brien shared "TEACHER CHOICE FOR ONLINE" with you.



Bonnie O'Brien shared a file with you

10 teachers worked on this at East (SPED, ELL, CORE, AP). This is the kind of schedule that our online classes we have been taking through SLCSO about "how to teach online" / "do's and don'ts of online" guide us to advocate for. I can answer questions (text/call) 8013915137. The teachers who put this together went to training/worked hard to create something doable!



TEACHER CHOICE FOR ONLINE



This link only works for the direct recipients of this message.

Open



[Privacy Statement](#)



	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
7:45-8:00	daily round up teacher check in	(check email for announcements, counselor appointments etc)			
8:00-9:00	1ST PERIOD ZOOM	1ST SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	PLC 7:45-10:00	1ST PERIOD ZOOM	1ST SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
9:00-10:00	2ND PERIOD ZOOM	2ND SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK		2ND PERIOD ZOOM	2ND SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
10:00-11:00	3RD PERIOD ZOOM	3RD SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	APPOINTMENTS SEL, ONE-ON-ONES, HOME VISITS	3RD PERIOD ZOOM	3RD SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
11:00-12:00	4TH PERIOD ZOOM	4TH SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	OFFICE HOURS ETC	4TH PERIOD ZOOM	4TH SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
12:00-12:30	lunch	lunch	lunch	lunch	lunch
12:30-1:30	FIRST EXTENSION study sessions/group work	12:30-1:45 ADVISORY SEL, one-on-one check in with each kid (12-13 PER DAY), help them email teachers and check progress, go to their home if needed. AND helping kids with food, internet, computers, scheduling, other teachers etc.	PREP	THIRD EXTENSION study sessions/group work	12:30-1:45 ADVISORY SEL, one-on-one check in with each kid (12-13 PER DAY), help them email teachers and check progress, go to their home if needed. AND helping kids with food, internet, computers, scheduling, other teachers etc.
1:30-2:30	SECOND EXTENSION study sessions/group work	PREP		FOURTH EXTENSION study sessions/group work	PREP

Here is what my teacher schedule would look like

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
7:45-8:00	daily round up teacher check in	(check email for announcements, counselor appointments etc)			
8:00-9:00	1ST PERIOD ZOOM	1ST SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	PLC 7:45-10:00	1ST PERIOD ZOOM	1ST SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
9:00-10:00	2ND PERIOD ZOOM	2ND SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK		2ND PERIOD ZOOM	2ND SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
10:00-11:00	3RD PERIOD ZOOM	3RD SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	APPOINTMENTS SEL, ONE-ON-ONES, HOME VISITS	3RD PERIOD ZOOM	3RD SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
11:00-12:00	4TH PERIOD PREP	4TH SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK	OFFICE HOURS ETC	4TH PERIOD PREP	4TH SMALL GROUPS ELL/IEP/SRI/INDEPENDENT WORK
12:00-12:30	lunch	lunch	lunch	lunch	lunch
12:30-1:30	FIRST EXTENSION study sessions/group work	12:30-1:45 ADVISORY SEL, one-on-one check in with each kid (12-13 PER DAY), help them email teachers and check progress, go to their home if needed. AND helping kids with food, internet, computers, scheduling, other teachers etc.	PREP	THIRD EXTENSION study sessions/group work	12:30-1:45 ADVISORY SEL, one-on-one check in with each kid (12-13 PER DAY), help them email teachers and check progress, go to their home if needed. AND helping kids with food, internet, computers, scheduling, other teachers etc.
1:30-2:30	SECOND EXTENSION study sessions/group work	PREP		FOURTH EXTENSION study sessions/group work	PREP

pros

IEP time offers time for kids to receive help

extension time for those high level kids

frees up students to not be zooming all day, which is what the teacher trainings we have been doing all summer tell us is important
frees up teachers for TONS of one on one time and really establishing relationships with kids

cons

kids and teachers have to know their extension time and one on one appointments and pay attention

GOING FROM THIS TO HYBRID WILL BE HARD BECAUSE OF SO LITTLE FACE TO FACE WITH HYBRID (BUT THAT IS TRUE OF ANY SCHEDULE AND HYBRID)

questions

Does this work with CTC?

Why so much advisory time?

So that no student slips through the cracks. We have one-on-ones and can do home visits and help them with emails to teachers and technology. AS well as food/internet/computer/life...

can easily keep track through a
microsoft form appointments,
one on one time and meetings at
homes with students

Prep time and Advisory
appointments can be fluid to
accommodate family schedules
and work schedules

ALL TEACHER (DISTRICT
SUGGESTED) TRAININGS HAVE
SUGGESTED THIS KIND OF SET
UP!!!!!!

GOOD FOR LOW SRI SCORE IMPROVEMENT AND SMALL GROUP HELP

GOOD for ELL students and small group help

allows for easy break out groups that fit a differentiated approach for online learning

NOT ON ZOOM FOR 30 HOURS A WEEK

shared computers at home or lack of bandwidth can be dealt with

SEL focus in advisory that allows for one on ones to help people cope and be successful

teachers available to help students by appointment, student independent work

SCAFFOLDS KIDS AND allows for teachers and students to move into hybrid as allowed and function with the independent work required in hybrid

one on one help is amazing

allows teachers to do what they do in the real classroom online with the independent groups and appointments

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
7:45-8:00	daily round up teacher check in (check email for announcements, counsleor appointments etc)				
8:00-9:00	1ST PERIOD ZOOM	1ST SMALL GROUPS	INDEPENDENT WORK	1ST PERIOD ZOOM	1ST SMALL GROUPS
9:00-10:00	ENGLISH 2ND PERIOD ZOOM MATH	INDEPENDENT WORK 2ND SMALL GROUPS IEP HELP WITH CO TEACHER AND SMALL GROUP		ENGLISH 2ND PERIOD ZOOM MATH	INDEPENDENT WORK 2ND SMALL GROUPS IEP HELP WITH CO TEACHER AND SMALL GROUP
10:00-11:00	3RD PERIOD ZOOM PE	3RD SMALL GROUPS INDEPENDENT WORK		3RD PERIOD ZOOM PE	3RD SMALL GROUPS INDEPENDENT WORK
11:00-12:00	4TH PERIOD ZOOM CHOIR	4TH SMALL GROUPS ALTO SPECIFIC	11:00 MEETING WITH MATH TEACHER ABOUT INDEPENDENT WORK	4TH PERIOD ZOOM CHOIR	4TH SMALL GROUPS INDEPENDENT WORK
12:00-12:30	lunch				
12:30-1:30	FIRST EXTENSION GROUP WORK FOR ELA CLASS CHECK IN ON ZOOM TEACHER OPENED AND THEN GROUP WORK IN MICROSOFT OFFICE	12:30-1:45 ADVISORY ANNOUNCEMENTS, CHECK IN, SEL, ONE ON ONE WITH ADVISORY. EMAILS TO TEACHERS IF YOU NEED HELP.	PREP/OFFICE HOURS teachers available to help students by appointment, student independent work	THIRD EXTENSION independent work	12:30-1:45 ADVISORY ANNOUNCEMENTS, CHECK IN, SEL, ONE ON ONE WITH ADVISORY. EMAILS TO TEACHERS IF YOU NEED HELP.
1:30-2:30	SECOND EXTENSION INDEPENDENT WORK	PREP/OFFICE HOURS teachers available to help students by appointment, student independent work	teachers available to help students by appointment, student independent work	FOURTH EXTENSION WHOLE CHOIR	PREP/OFFICE HOURS teachers available to help students by appointment, student independent work