



17 August 2015

J. Michael Clára
Salt Lake City School Board
District Two

801-521-3223 • donMiguelSLC@gmail.com
974 S. 1400 W. • Salt Lake City • Utah • USA

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DELIVERED VIA ELECTRONIC MAIL

Mr. McKell Withers
Salt Lake City School District
440 East 100 South
Salt Lake City, Utah 84111-1891

Re: GRAMA REQUEST: Assessment Report on Human Resources Functionality

Dear Mr. Withers,

Pursuant to **Government Records Access Management Act (GRAMA)**, *Utah Code §63g-2-204*:
I am requesting a copy of the following document:

Salt Lake City School District Assessment Report On Human Resources Functionality
Submitted by the Urban Schools Human Capital Academy –February 2015

I am seeking this document under the auspicious of GRAMA, because I requested a copy of this report via email on June 30, 2015.

The copy that was provided to me, was classified as “*confidential*” by your personal, in-house school district attorney. I see no basis for that classification.

Earlier this week, I attended an Equity Leadership Team meeting and I was surprised to learn that senior members of the district’s administration were unaware of this HR audit.

Furthermore, on June 18, 2015, you issued a Weekly Board Memorandum with an attachment titled: “*Human Resource Audit and Strategic Plan*”. According to your memo, the plan was developed based on the issues raised in the audit. In my review of both documents, I noted issues that needed improvement that were not reflected in the strategic plan; your memo also states “*it has been shared with all administrators*”. It appears to me, that this document could be distributed more widely.

Moreover, the audit confirms deficiencies I raised in 2013, as they pertain to the stability of the teaching staff in Title I Schools (see **Salt Lake Tribune**: Do West-Side Salt Lake City Kids Have Too Many Ineffective Teachers? - February 27, 2013).

“Local school boards are the bedrock of our society, yet they are invisible to the public”

Señor Florez –Deseret News

I am convinced, that in order to see improvement in the educational outcomes of our students, we need to be willing to examine the manner in which the adults in the system can improve the processes of the organization.

"In enacting this chapter, the Legislature finds and declares that the state, its agencies and political subdivisions, exist to aid in the conduct of the people's business. It is the intent of the law that their actions be taken openly and that their deliberations be conducted openly" (see Utah code §52-4-101).

Utah Code §63g-2-203(4) encourages agencies to fulfill a records request without charge. Based on Utah Code §63g -2-203 (4a), I am requesting a waiver of copy costs because releasing the records primarily benefits the public rather than a person. Furthermore, based on Utah Code §63g -2-203 (4c) my *"legal rights are directly implicated by the information in the record"* as I am an elected member of the Board of Education (see Utah Code §53A-3-402).

Shalom,

J. Michael Clára
Board Member, District 2

cc: Equity Leadership Team

