

# Board Policy P-12: Comparability of Services



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## REFERENCES

[P-12: Administrative Procedures, Comparability of Services](#)  
[20 U.S.C. 6321\(c\): Comparability of Services, Every Student Succeeds Act](#)

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## THE POLICY

The Salt Lake City School District Board of Education is committed to ensuring that no discrimination occurs in the distribution of resources funded by state and local sources, regardless of the receipt of federal funds. To that end, the district shall ensure that it complies with all federal laws and regulations outlining its comparability of services obligations. Federal funds received under Title I will only be used to supplement the funds that would, in the absence of such federal funds, be made available from state and local sources for the education of students participating in programs assisted under Title I, and not to supplant such funds.

The district will use state and local funds in schools served under Title I to provide services that, taken as a whole, are at least comparable to services in schools that are not receiving funds under Title I. The district will also maintain and publish a district salary schedule on an annual basis; develop, maintain and publish a staffing ratio procedure to ensure equivalence among schools in teachers, administrators, and other staff.

For the purpose of this policy, in the determination of expenditures or instructional salaries per pupil from state and local funds, the comparability will be based on full-time equivalent units. Further, unpredictable changes in student enrollment or personnel assignments that occur after the beginning of a school year will not be included in determining comparability of services under this policy.

In its determination, the district may exclude state and local funds expended for language instruction educational programs; and the excess costs of providing services to students with disabilities as determined by the district.

The district will set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.