

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, May 20, 2014 at 11:30 a.m. at Parowan Elementary School and in the school board room in the district office building.

Board Member Becki Bronson conducted the board meeting.

The following Board Members were present to begin the meeting: Michelle Jorgenson, Harold Haynie, Shane Adams, Stephen Allen, and Becki Bronson. Also present were Shannon Dulaney, Superintendent, and Kent F. Peterson, Business Administrator. Jennifer Wood, Terry Pickett, and Kevin Garrett were also present to begin the meeting.

The Board ate lunch and then began their work meeting at 12:00 p.m. dealing with the following items:

- Shane Adams offered prayer.
- Superintendent Dulaney discussed the secondary schools “Late Start” proposal with the board members. She spoke about the district committee that has been meeting this past year to discuss and evaluate the late start proposal. The committee has worked hard and done an excellent job. The committee recommendation is that the secondary late start program be held every Wednesday morning during the 2014-15 school year beginning August 20, 2014. Superintendent Dulaney reviewed the proposed class schedules that will be implemented on late start Wednesdays. The middle school schedules are somewhat problematic and will need some additional tweaking. Together Everyone Achieves More Success (TEAMS) is the PLC approach we will take. Administrators will facilitate a system of accountability for PLC teams at the district and school levels. This accountability will include but not be limited to the following:
 - Formative Assessment of Collaborative Teams (FACT) tool
 - Principal PLC Expectations – Site Visits
 - Expectations
 - Guiding Questions
 - Evidence
 - Team Agendas
 - Team Norms
 - Other school-specific documents

A district-wide PLC will be held on the first Wednesday of every month and will be organized and facilitated by the district secondary education director in collaboration with secondary school administrators and district content specialists. This collaboration will take place at Canyon View High School because of its central location to Cedar City and Parowan schools. Committee members were concerned that late start Wednesday PLC’s NOT be used for teacher preparation time. All teachers will be held accountable to attend and be

on time to collaborative team meetings both at the school and at the district level. Board members were pleased that this time will be structured and teachers and administrators will be held accountable. All schools will develop a plan for student interventions and learning center activities to take place during the late start PLC time block. This will help accommodate the change when we lose the CCR grant in one more year. The district leadership team will gather data and report to the Board and community on PLC and collaborative teaming outcomes at the May 2015 board meeting. Board members were concerned that as much communication as possible be given to the public. They suggested weekly updates on Twitter for each school indicating what is happening in the PLC's with teachers. Facebook is also a good option along with texting and emails where possible to keep people informed. The Board wanted to make sure someone in the district will own this communication and accountability responsibility to make sure it really happens.

- Superintendent Dulaney reviewed with the Board Senate Bill 103 that was passed in the last legislative session. This bill allows districts to use up to four days of the 180 required school days for students for professional development for teachers. Superintendent Dulaney reported that a district committee was formed to evaluate this law and whether or not Iron District should participate. It is a "slippery slope" should it be implemented. If we don't participate then we send a message to the Legislature that we don't really need professional development for teachers, which goes against what we have been trying to get the Legislature to fund for the past several years. If we do participate then we lose instructional days for students. The committee wrestled with this issue and ultimately determined to recommend that Iron District use two days of the possible four days offered for professional development. The committee then wrestled with the problem of which two days to use. After much intense discussion, it was recommended that October 21-22, 2014 be the two days. Other options were discussed but ultimately these two days were agreed upon. The Board asked if we were doing too much professional development and collaboration given options already in place and being considered. Superintendent Dulaney indicated that if we provide these two days of professional development, we will ask principals to limit the other out of district conferences and meetings for teachers and this will keep them in the classrooms more.

The board members and administrators were next given a tour of Parowan Elementary.

Principal Kevin Porter presented the school report for this month. Their focus is on reading and he had Kim Doubek and Angie Benson explain to the Board the Early Steps and Next Steps reading programs they use as reading specialists in the school. In kindergarten through second grade they teach students to learn to read. In third grade and up they teach the students to read to learn. He made the comment that if you want a program done with fidelity then you have to have professional development in place to help make that happen. He expressed appreciation to his teachers, staff, students, and

parents for their support. He also thanked the board members and district administrators for their support.

The Parowan Elementary School Volunteer Award was presented to Vicki Hicks. Mrs. Hicks donates many, many hours of service at Parowan Elementary School. Kevin Porter, Principal at Parowan Elementary School presented the award. The Board expressed appreciation to Vicki for her dedicated service.

The Board next recognized Jillynn Rasmussen as the outstanding school employee at Parowan Elementary School this year. Jillynn is teacher at Parowan Elementary. Kevin Porter, Principal at Parowan Elementary School made the presentation. The Board thanked Jillynn for her dedicated service to the students at Parowan Elementary.

The Board resumed the work meeting dealing with the following items:

- President Jorgenson distributed a copy of the Southwest Applied Technology College fee schedule for next year that was approved by their Board. The fee schedule for our high school students will remain the same as it has been during this past school year.
- Mrs. Bronson discussed with the Board a concept paper for the Erik's Cause Longitudinal Study in which the district is being asked to participate. This is a follow-up to the "choking game" discussion the Board had earlier in the year. Our district is using the curriculum that was presented in the earlier discussion and we are now being asked to help establish the significance of the choking game problem and the effectiveness of the intervention. We have been asked to participate in this study with a pre-test and a post test of the curriculum so the curriculum can be validated and be used more effectively in other school districts. The board members supported participation in this study.
- Steve Shirts, instrumental music teacher at Cedar High School, next met with the Board. He came to request that the Board amend the student travel restrictions to again allow music groups to make out of state trips to California for music festivals. This would be rotated on a three-year basis between the band, the choir, and the orchestra. He indicated that he has great parental support. He would like to take his band to the Heritage Music Festival in Anaheim, California next year. If the Board were willing to amend the travel policy and approve his request, he would like to get started on fund raising immediately. After further discussion and questions, the Board indicated their support for amending the student travel policy. This policy is actually found in the Administrative Rules for the district and the Board directed Superintendent Dulaney to proceed with the necessary changes.
- Dana Miller and Denny Heaton met with the Board to discuss the status of the SWATC new building recently approved by the Legislature, as well as the current building they occupy and are purchasing from the district. The current building

has two more payments to be made after this current year's payment. They expressed their desire to get the current building under their complete ownership within the next year to make it available for Capital Improvement funds provided by the Legislature to Applied Technology College buildings. The final payoff will need to happen prior to June 2015 to facilitate this opportunity to get both buildings together for Capital Improvement funding. Construction on their new building will start this summer and be completed in approximately 14 months. They were asking for a concept agreement to be developed for the payoff amount and for what property would go with the transfer. The Board asked the administration to work out a proposed agreement with the SWATC that can be brought to the Board for their approval. SWATC would like to have something in place for the Board to approve in the June 17th board meeting if possible.

- Kevin Garrett explained the Title VII Indian Education program to the Board. There are currently 240 Native American students identified in the district who can participate in this program. The district receives limited funding and what is received is used for tutor aides to help the students succeed in their schooling. Kevin will be submitting the grant application for next year's funding and wanted the Board to be aware of this program.
- Mrs. Bronson indicated that there is a group of individuals in the area that have expressed concern over the district purchasing the office building located next to the district office building. She shared an email she received and also some information that she obtained from district administrators in answer to the questions posed in the email. She is assuming good intent on the part of those questioning the purchase, but admitted that she felt there were political overtones to the actions of those involved. We will continue to answer questions and concerns and provide information as necessary to help them understand why the purchase was made.
- Mrs. Bronson asked for information regarding possible cuts in Title 1 funding for next year. Terry Pickett shared an email exchange he had with Karl Wilson from USOE regarding Iron District losing Title 1 funds. According to preliminary estimates the district will lose \$183,785 next year. Terry indicated that he is already making plans to adjust to this loss. Adjustments have to be made from year to year and we just need to do our best. He will be adjusting expenditures to deliver the least negative impact possible on our Title 1 schools, employees, and students.
- Kent Peterson indicated that a company wanting to put advertising on our school buses has approached the district. He suggested that the district do a Request for Proposal to provide an equitable chance for all companies wanting this opportunity. The district will definitely have the last say on what is advertised.
- Mr. Adams reviewed the policies that will be dealt with today in the regular meeting along with others identified for a general review and follow-up.

At 3:35 p.m. the Board adjourned the meeting to drive to the district office to hold the regular portion of the board meeting.

The regular board meeting began at 4:05 p.m. in the district office board room.

Board Member Becki Bronson conducted the meeting.

Superintendent Shannon Dulaney offered prayer. Jennifer Wood led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held Tuesday, April 22, 2014 and the Special Board of Education meeting held Wednesday, April 23, 2014 were approved on a motion made by Mr. Haynie, seconded by Mr. Allen, and passed unanimously by the board members.

Mr. Adams moved to approve the consent agenda. President Jorgenson seconded the motion and the board members passed it unanimously.

The Board next recognized Sterling Scholar regional winners from Cedar High School. Mary Christensen and Michelle Taylor, teachers at Cedar High School who work directly with the sterling scholar students, introduced the region winners and spoke about their accomplishments. The Board congratulated these Sterling Scholar winners for their outstanding achievements.

Principal Roy Mathews highlighted the 2A State Track winners from Parowan High School.

Principal John Dodds highlighted the 3A State Track winners from Cedar High School. He also introduced coach Scott Kamachi who spoke about the young men and the second place finish for the Cedar High boys soccer team in the 3A State Soccer Tournament.

The Board next recognized employees in the district who have served many years and are now going to retire from service in Iron District. The following employees were recognized:

Jillynn Rasmussen	33 years
Tim Taylor	10 years
Susan Taylor	10 years
Bonita Turnbaugh	24 years
LaRue Tracy	22 years
Donald Newman	27 years
Christina Brown	9 years
Debbie Taylor	31 years
David Chatfield	30 years
Mirriam Larson	19 years

Jerry Millett	29 years
Terry Pickett	28 years
Judy Cripps	29 years
Val Williams	13 years
Nancy Riddle	23 years
Cheryl Leavitt	21 years

Linda Curnutt was also recognized for many years of service to the Iron School District as an employee of the Utah School for the Deaf and Blind. The Board thanked these great employees for their many years of dedicated service to the district and for the impact they have made on our students.

The board meeting time was next made available for public input to address items not already listed on the published agenda. Kim Holyoak asked to speak to the Board. She expressed her concern over a particular math teacher at Cedar High School who she felt was harming students. She spoke of her son Jesse. Last year he excelled in math but this year has been a real struggle. This also happened to one of her older children. They just struggle with this particular math teacher and as she has checked with other parents she has found that their students have had the same problems. They have been good math students previously and now are not doing well in math and actually receiving failing grades. Jesse has indicated that the teacher intimidates him if he asks for help so has just quit trying. The teacher has an attitude that she teaches the math curriculum and if the student doesn't understand it then it is the student's fault. She indicated that this teacher was giving way too many "F" grades.

Laura Zufelt, another parent, indicated the same concerns. Her son has been a 4.0 student in math until this year and has struggled mightily this year under this teacher. She has approached the school administrators with her concerns and hasn't received adequate answers. They have suggested that it could be the new curriculum or that her son isn't applying himself. She feels it is the teacher. She mentioned a program called "Classroom Flipping" that is being used in some other Utah school districts. She asked if the district could investigate this program and see if it might help. She indicated that there is a conference specifically for this program being held in August and asked if some district personnel could attend and evaluate the program.

LuWenn Jones, another parent, also spoke. She felt the problem is systemic and actually goes back to the middle school. If a student has a bad year then it affects them in all the following years. It then affects their ACT scores and other opportunities to get scholarships. She indicated that her son is experiencing many of the same problems with this math teacher that have already been expressed. Her son has turned in assignments only to have them lost or not recorded. It has been frustrating. She suggested that the district do an assessment of the methodology being used and also a comparison of how the math teachers at Cedar High are grading.

Jennifer Wood addressed some of the parent concerns. She indicated that the district has just completed a complete mapping of the math curriculum for secondary schools that

will be in place for next school year. She also indicated that the district has been awarded a significant grant that will allow us to bring all district math teachers together for intensive training and professional development and this will ultimately strengthen the math program.

The board members thanked these ladies for coming forth and bringing their concerns to the Board. The Board also recognized that these ladies made suggestions for improvement and not just complaints. The Board is very concerned about the math program in the district and is directing much emphasis to making it better. Mr. Allen indicated that the Board is committed to change but it will take time and hopefully people will be patient as changes and improvements are made. The late start Wednesday and the emphasis on professional development will certainly help.

President Jorgenson moved to approve the following persons for employment in the District for the 2014-15 school year:

Melissa Marshall	Special Education	SEA
Jamie McConnell	Special Education	Iron Springs Elementary
Lavona Montgomery	School Psychologist (1/2)	District Schools

Mr. Allen seconded the motion and the board members passed it unanimously.

Mr. Haynie moved to approve the following person for employment in the District for the 2014-15 school year:

Michael Moyle	Principal	East Elementary
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Mr. Adams seconded the motion and the board members passed it unanimously.

Mr. Allen moved to approve the following persons for employment in the District for the 2014-15 school year:

Sombryn Williams	Youth in Custody	SEA
Jeff Bailey	Social Studies	Canyon View High School
Steven Pollock	Science	Canyon View High School
Zach Trotter	Drama (1/3)	Cedar High School

Mr. Haynie seconded the motion and the board members passed it unanimously.

The Board discussed the recommendation by Superintendent Dulaney to use two instructional days in the 2014-15 school year for professional development for teachers. The Legislature, in its recently completed session, authorized using up to four instructional days for professional development for teachers by passing SB103. This actually creates a difficult choice because we have been pleading for additional professional development for teachers but this particular solution takes away instructional days for students, which we don't want to do. However, it is important to send the right

message to the Legislature that we appreciate their efforts to help with professional development and that if we participate in this option maybe the Legislature will provide more funding in the future to do professional development outside of instructional days. Superintendent Dulaney indicated that a district committee discussed and evaluated this opportunity created by SB103 and felt that Iron District should use two instructional days but not the full four days that the law allows. The committee recommended that the two days for professional development be on October 21-22, 2014. If approved by the Board this will necessitate a change to the school calendar for the 2014-15 school year. The plan for the two days is to have the first day be a day of many workshops available to teachers. The workshops will be held at Canyon View High School and Canyon Vies Middle School. A wide variety of workshops will be available. Attendance will be mandatory. Teachers will provide suggestions on what types of workshops will help them and each school teaching staff will determine the workshops they will attend that will assist them best. On the second day the teachers will meet at their respective schools and collaboratively discuss how to best use what they have learned the previous day and to determine how to best help the instruction of students in their classrooms and how to help individual students achieve success. Superintendent Dulaney addressed questions and the Board had a good discussion regarding this proposal. Following the discussion, Mr. Adams moved to approve October 21-22, 2014 as professional development days for teachers and thus they will be non-instructional days for students. His motion included approval of the new amended school calendar for the 2014-15 school year. President Jorgenson seconded the motion and the board members passed it unanimously. A copy of the newly approved school calendar accompanies these minutes.

The Board next discussed the proposal for a "Late Start" program for the district secondary schools. The district committee that was charged with evaluating this idea and making a proposal recommendation has concluded its work and forwarded a proposal with a positive recommendation to the Board. The proposal is for the program to begin with the start of the new 2014-15 school year and the late start day will be each Wednesday during the school year. There is still some concern relative to the middle school schedules and they will need some additional adjusting. Transportation details are also being solidified. This late start Wednesday program will absolutely not be for teacher prep. Teachers will be required to meet and collaboratively discuss individual student needs and receive professional development. Accountability by the teachers will be critical. All teachers are expected to be in attendance and to participate. A communication plan will be in place to let everyone know how the time is being used each Wednesday. This is an important part of the program because the public needs to be informed and know what is taking place. Suzy Gatherum, a parent who served on the district late start committee, expressed her appreciation for the opportunity to participate in the discussion and evaluation of the early out program. She indicated that she was skeptical at first but as she learned more about the program she was better able to understand all points of view. She expressed to the Board her full support of the program. Mr. Allen moved to approve the Secondary Late Start proposal and have it implemented beginning with the 2014-15 school year. Mr. Haynie seconded the motion and the board members passed it unanimously. A copy of the proposal accompanies these minutes.

Kevin Garrett informed the Board that he would be submitting a grant request for Title VII – Indian Education Program funding for the 2014-15 school year. This funding is used to provide tutors for Native American students in the district.

The following policies were presented for a first reading: IGDCC (Library Media Materials), IGDCC-E (Challenge of Library Materials Form), JECC-E3 (Student Behavioral Contract), and JECC-R (Open Enrollment & Student In-District Transfer Guidelines).

The following policy was presented for a second reading: JFCA (Student Dress Standards). Mr. Allen moved to approve policy JFCA and have it added to the policy handbook. Mr. Adams seconded the motion and the board members passed it unanimously.

On a motion made by Mr. Allen and seconded by Mrs. Bronson, the board meeting adjourned at 6:06 p.m.



President

Vice



Business Administrator

