

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, January 22, 2019 at 1:00 p.m. in conference room "D" in the district office building.

The following Board Members were present to begin the meeting: President Stephen Allen, Michelle Lambert, Michelle Jorgenson and Dale Brinkerhoff. Shannon Dulaney, Superintendent; Kent Peterson, Business Administrator; Kevin Garrett, Rich Nielsen, and Monica Torres were also present. Board member Mary Ann Kemp was excused from the meeting.

President Allen called the meeting to order at 1:00 p.m.

Kent Peterson offered prayer.

The following items were discussed:

Cody Christensen trained the Board on Secondary Language Arts Curriculum.

President Allen reviewed the board communication protocol. The Board agreed that when a Board member is approached by the media regarding official board business, one spokesperson should be designated to reply and that should be the Board President. It was clarified that that doesn't mean board members can't answer questions personally from their constituents.

President Allen welcomed Tamra Borchardt-Slayton, Paiute Tribal Council Leader, and Xavier Garcia, Tribal Education Representative, to the meeting. Tamra distributed a four page letter from the Tribe regarding the Cedar High mascot. The letter outlines ten educational items that all five Tribal Bands have agreed should be implemented in the school should the mascot name remain unchanged. The Board took a moment to read through the letter. Mrs. Jorgenson-Jones asked how often tribal leadership changes and asked if the terms would change with the change of leadership? Tamra informed her that leadership is elected every four years, but contracts are not negotiated until they expire. President Allen asked if the Tribe is only asking for the ten items to be implemented if the mascot remains unchanged. President Allen expressed the desire to strengthen the partnership with the Tribe regardless of what happens with the mascot. Tamra recommended having the Tribal Education Representative attend the Iron County School Board meetings. Superintendent Dulaney welcomed the idea. The past Tribal Education Representative, Robert DePoe, attended every board meeting and the Board would love for Xavier to be involved now as well. The Board discussed the possibility of funding the recommendations in the letter. Kevin Garrett explained that the district hires aides to work with the Native American students in the district with the

funds that come in from our Title VI Indian Education grants. He reported that the amount of funding the district receives depends on the number of Native American students in the schools. Mr. Peterson suggested having all three entities, the school district, the tribe and SUU come together to financially support and participate in cultural activities and programs. Mr. Nielsen agreed that regardless of what happens with the mascot issue, the recommendations the Tribe has made regarding education need to be met. Superintendent Dulaney thanked Xavier for his participation on the mascot committee. Xavier indicated he can be reached at [xgarcia@utahpaiutes.org](mailto:xgarcia@utahpaiutes.org).

Superintendent Dulaney and Cory Henwood reviewed the Post Bond Election Survey results. President Allen suggested having Johnathan Ward from Zions Bank come and discuss bonding and strategy options in a future meeting. The Board agreed to hold a special meeting for this conversation. Kent will contact Johnathan and put together a few possible dates for the Board to look at.

Rich Nielsen reviewed the 2020-2021 School Calendar. The calendar will be approved in the regular meeting.

Black Ostler, the district's legal council, joined the meeting to review the district's personnel policies that he has reviewed and revised to meet current Utah statutes. He educated the Board on their current policies and why he made the revisions he did. He informed the Board that now is the time to update personnel policies as the State Legislature has recently changed the Utah codes. The Board agreed to read through the revised policies in the next two months before taking action. All suggested policies will be approved by next fiscal year.

The Board reviewed policy GCBD. It is up for a second reading in the regular meeting.

At 3:25 p.m. the Board adjourned the study session.

At 4:00 p.m. Board began the regular board meeting in the Boardroom.

President Allen conducted the meeting.

Eric Schmutz offered the prayer.

Madison Meredith offered a thought.

Brandt Blood led the Pledge of Allegiance.

Dr. Kemp joined the meeting via telephone.

Judge Margaret Miller administered the Oath of Office to elected board members Michelle Lambert and Dale Brinkerhoff.

Minutes of the Regular Board of Education meeting held on Tuesday, December 18, 2018 were approved on a motion made by Mrs. Jorgenson-Jones, seconded by Mrs. Lambert and passed unanimously by the board members.

President Allen moved to approve the consent agenda. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

The Board recited the district mission statement: Reaching Higher: Creating a Better Tomorrow for All.

Principal Paula Burgoyne presented Ellyn Ohms and Bridget Ohms with the Volunteer of the Year award. Ellyn is a high school junior who for the past two years has spent two days a week helping with the Beverly Taylor Sorenson Arts program. She is currently the director for the school's next musical production. Mrs. Burgoyne thanked Ellyn for her good attitude and willingness to help the students at Three Peaks Elementary. Bridget Ohms is Ellyn's mother and she has been working with 5th grade students the past two years to achieve the Patriot Award. She helps lift and encourage students who need that extra help. She has been an active member of PTA for many years. Mrs. Burgoyne thanked her for her service.

Principal Burgoyne next presented Jason Robison and Leann Roberts with the Employee of the Year award. Jason and Leann are the Science Ambassador advisors and LEGO League Team advisors. They are also on the building leadership team at Three Peaks Elementary and are consistent examples of leadership. Mr. Robison was unable to attend this meeting.

Principal Burgoyne presented the school report for Three Peaks Elementary School. The Science Ambassadors introduced themselves and highlighted the fun programs at the school. The ambassadors work with students in grades three and younger. They assist with the science fair and help teach the younger students in science class. Mrs. Burgoyne shared a video highlighting the wonderful things that are taking place at Three Peaks Elementary.

President Allen provided background on the purpose of the Cedar High School Mascot Committee. Last year Superintendent Dulaney and her staff was asked to put together a group of individuals to look at the mascot issues and provide additional insight. Rich Nielsen was tasked to head the committee. President Allen acknowledged the difficult process this has been and recognized the passion members of the community have for this mascot. The committee will present both sides tonight, but no vote will be taken at this time. He addressed a few questions that have circulated in the community. Many have asked why bring this up now? The Board's desire was to start the process and have the conversation when we were not in the midst of a crisis. There have been rumors that the decision has already been made. This is not true, the Board has not been polled on how they are going to vote. Whatever decision is made the Board will support it fully. President Allen also pointed out it was the Board who asked for the committee to be formed and for this conversation to happen and not Superintendent Dulaney or Rich Nielsen. He turned the time over to Rich Nielsen to announce how the committee findings will be reported. Rich thanked the committee members for their time and work. He announced the first group to present will be the group presenting on changing the mascot. The presentation for keeping the mascot will follow.

Tiffany Swindlehurst and Caridee Allred presented their recommendation to change the mascot. They began their presentation with a video from [changethemascot.org](http://changethemascot.org). The video displayed native american culture and heritage. Caridee introduced herself as a mother of current students who attend Cedar High and three future students of Cedar High. Tiffany introduced herself as a teacher at Cedar High School who loves the students and the school. They explained the first priority of the committee was to consider what is best for students. The committee attended the three public hearings and read over 100 emails from community members. In the end, the majority of the committee voted to retire the mascot. Caridee and Tiffany shared a PowerPoint which included some of the reasons for the recommendation. They first discussed the Native American student perspective. The committee heard stories of bullying and racism from the Native American students. Caridee shared a quote from a Paiute member and Senior at Cedar High School, "As a Cedar High school student and a Paiute Tribe member, I do not feel honored to be a "Redmen".... I've seen a lot of disrespect on my culture at the school.... I'm speaking for the students that feel pressured to speak up because they don't want to deal with the hate, bullying and judgement... I know I'm not alone but I will stand alone if I have to." Caridee pointed out stories of students who were so uncomfortable with the mascot they didn't feel like they could attend the school and found other schools to attend. None of our students deserve to feel bullied or threatened, they need a safe environment to learn. Tiffany spoke of student safety being a concern. One of the greatest considerations was student safety. Students have

been targets of hate and bullying because of the Redmen mascot. There are students who have felt they are not in a safe environment. Often times the name REDMEN is taken as an offensive term that stereotypes Native Americans. In keeping with district policies to provide safe schools for ALL students, it would be prudent for the district to consider the many ways students are harmed because of this mascot. She shared statistics from a CDC study. The study showed the rates of suicide among Native Americans ages 10-17 is the highest rate for any race or ethnicity. The U.S. Department of Justice statistics support culturally insensitive mascots can lead to intolerance and hate crimes. This is not a modern day issue, Native Americans have been campaigning since 1968 to address stereotypes of Native Americans. Redmen is one such stereotype. It is not just Native Americans who are at risk because of this mascot. She gave an example of a Cedar High cheerleader who in 2017 posted a picture of the cheerleaders at cheer camp dressed up in costume to represent their school. The cheerleaders have done this for years at camp. The result was, she was targeted with over 200 disturbing messages of hate. Tiffany displayed a few of the messages which included, "You should kill yourself" and "All of the teachers at your school should be shot". The messages were messages of hate toward teachers, the school, students, and even people of Utah. Just by honoring our mascot we are putting our kids at risk. Tiffany displayed the ICSD Mission Statement, Vision and Goals and a non-discrimination statement from Title VI. She pointed out the mission statement and vision were a huge consideration for the committee as it is what drives, or should drive, all of the decisions in the district. A concerned citizen emailed the committee and described the mascot as not aligning with the district's goals for students. He went on to say he does not feel that this mascot represents values he would like to instill in his children who will someday go to Cedar High. She assured everyone, despite rumors going around, that the vote of the committee to retire the mascot was not rigged, the committee went through an extensive review process. They attended every public hearing, read the emails and did additional research on the side. This was a very fair process. After looking at all of the evidence, our committee could not ignore that there is a very big issue with Title VI amendment which says we will guarantee equal access to education for ALL students. She pointed out the Redmen mascot makes it difficult to live up to these amendments. Caridee read the definition of the word "Redmen". In Webster's dictionary it is defined as: older use, dated, archaic, disparaging and offensive, a contemptuous term used to refer to a North American Indian. The term Redmen is accepted as an offensive racial slur. Tiffany pointed out that one of the big commitments as a district is "Empowering All". She reviewed a 2005 APA study that called for the immediate retirement of all American Indian mascots, symbols, images, and personalities. The APA came to this conclusion through much study and research. The committee also considered respect for all. In 2001 The U.S. Commission on Civil

Rights called for an end to the use of Native American images and team names by non-Native schools because among other things they are insensitive and they are disrespectful and offensive to American Indians and others who are offended by such stereotyping. Tiffany distributed a 6-page copy of lists of professional organizations who recommend retiring Native American mascots. This is not a new fight and we have a lot of people who support the majority of the committee. Caridee brought up the fact that the school really doesn't have a mascot. At a recent basketball game the opposing crowd chanted "Where's your mascot? Where's your mascot?" Tiffany told of an assignment she gave her class last year to earn extra points. One of the requirements was to draw a picture of the school mascot. Very few students were able to do this. So much of the discussion has been about past traditions and how much pride and honor and fun and how much people really cherish this mascot. The students of 2019 do not experience the mascot and they do not engage in many of the past traditions that people remember from past years. It is a different time. The focus needs to be on the students of today and the future. Mascots build school pride and we need a mascot the students can rally around and a mascot that unites all of us. This is an opportunity for our community to come together. We don't have to erase history or discount stories. In closing she encouraged the Board to do what is right and retire the Redmen mascot now in dignity and preserve its association with a legacy of excellence. She asked the Board to remember this: "When you know better, you do better."

Danny Lewis and Merrilee Chamberlain presented the argument for keeping the Redmen mascot. Danny thanked Mrs. Swindlehurst and Mrs. Allred for their presentation. Danny introduced himself. He has lived in Cedar City since 1988- over 30 years. His wife is a graduate of Cedar High as are his children. He has worked in Iron County School District since 1994 and is familiar with traditions and passions of the community. Merrilee Chamberlain introduced herself. Her family moved here in the 1970's and have all attended Cedar High. She expressed her love for this community. Her children have all attended Cedar High School. She is a Member of the Kaibab Paiute Tribe. She asked the Board to remember there are a lot of tribes represented in Cedar City. The Paiute tribe is just one voice. We've had many speak at the open hearings. Native Americans are divided on this issue, it has divided a lot of different people. Danny thanked Rich Nielsen for leading the committee and the committee members involved in this process- this was not an easy task. He thanked the school board for allowing them to discuss this issue. This issue has created a lot of emotion in the community. The hope is to share some of the views and opinions we've received from members of the community. We are not able to present everything that has been provided to us. He encouraged the Board to review not only the presentations given today, but also the emails and information that has been sent to them. He started the

presentation by stating what the CHS nickname, mascot and colors are. He read the following statement:

When preparing for this presentation they went through all the information and chose the most prominent messages they heard in the public meetings, emails, etc. He displayed a list of these items. The first item presented was Tradition and Community. Danny explained that since 1942 the Redmen name has been associated with Cedar High School. The mascot has been celebrated for 76 years. It is celebrated at pep rallies, the school song, class songs, in cheers and chants at games. He pointed out that in the recent game where the opposing team chanted "Where's your mascot?" They were quickly drowned out by Cedar High students chanting "We are Redmen!" The tradition and community connects the past. He described the Redmen Pride Award which is celebrated each and every month. It is an honor to receive this award. The next item he pointed out was the expense to change the mascot. The gym floor and walls will need to be changed. The school walls, marquee, letterhead, supplies, everything at the school is adorned with the Redmen name. Danny also spoke of the potential loss of local sponsors. Each year 50-60 thousand dollars is generated to help supplement all of the sports and activities and clubs. Some businesses have reached out and said they will no longer support the school if the mascot is changed. Many businesses have the Cedar High School mascot displayed in their business. Merrilee pointed out she went and spoke to local businesses who have the mascot displayed and asked if there has ever been anyone come in to their business and say they were offended by the mascot? All of the business owners said they had never had this experience. In fact, they take pride in representing our school. She shared an email from a current student who spoke of watching his older brother show his pride by dressing in the Redmen costume at a basketball game. He said "I love to be a Redman. I can tell the student body at Cedar High is very proud of the name. They're not showing disrespect." She also shared an email from an alum of Cedar High who spoke of the sacredness of the tile mosaic in the school. He added that he felt a connection to his native brothers and sisters because he was included to celebrate their symbols and history. He stated: "I was included and given a name that I will fight for!" Danny presented the next item of importance- Unifies. He pointed out the student body, the sports teams, the community and alumni are unified. They all look to the mascot as a unifier. One thing the students and alumni have in common is they believe they are Redmen and that makes them equal. The supporters of the Cedar High mascot truly feel the mascot is a unifier. Merrilee presented a video. The video contained interviews of Native American people concerning the mascot. Merrilee pointed out the video proves there are higher priorities we need to be talking about than a mascot. Merrilee then discussed the educational opportunities that can go forward from the discussion that we've had with the community. We could offer classes educating students about the Native American

culture taught by local Native Americans. The district can initiate quarterly meeting with the local Tribal Council and we can prepare a cultural awareness week in all our schools. Lastly, Danny spoke of the Political Correctness Culture. He pointed out many in the community feel that this push for change is coming from people outside our community. He asked the question "When will this end and what is next"? Do we change the name of Oklahoma because the name means "Red People" in the Choctaw language? He pointed out that people choose to be offended. Merrillee provided resources for the Board to consider in their research of this issue.

Mrs. Lambert addressed two of the challenges facing changing the mascot. Erasing our awareness of the first people in this area and disenfranchising our alumni who care deeply about this. She asked Mrs. Swindlehurst and Mrs. Allred how we unite as a community if we disrupt by changing the Redmen name? Mrs. Allred's reply was we continue to build bridges between the Native American community and the community at large regardless of the mascot. Those who graduated as Redmen are still Redmen. Mrs. Swindlehurst referred to an email from a Cedar High Alumni. The alum stated she wanted people to be proud of the school she loves. This can happen under any name.

President Allen asked the committee members what the atmosphere has been like throughout this process? Mr. Dodds expressed his gratitude to the community and stated he is honored to be the principal at Cedar High. He thanked Rich Nielsen for taking this process on. He explained he went to Rich and related experiences and asked how do we unite the school in a most appropriate way? We didn't want to do it in the face of criticism. He pointed out that this has been a learning experience for him as an educator and a human being. He informed the Board that Cedar High School is committed to uniting the school regardless of the outcome. The administration, faculty and staff are very proud to be a part of the school and are very committed in moving forward to unite the students.

Superintendent Dulaney thanked the committee for their good work, intelligence and education and the great conversations they have had. She expressed her gratitude for Mr. Nielsen for taking on this task. He has done a phenomenal job. She expressed her appreciation for the process and for the civility, but at times has been saddened and disappointed at some of the rhetoric that has been shared. No matter the outcome we will come together as a community because this about our kids. The kids we serve today and the kids we will serve tomorrow. She pointed out tradition and respect are great, but not at the expense of our kids. She expressed her hope that no matter which way this goes that we will come together for our kids.

President Allen asked Rich to share the process with the Board. He informed the Board that the committee met twice before the public hearings. They looked at different studies and talked about why they were there to discuss this issue. They talked about the heritage and traditions at Cedar High. The committee came to an agreement that the original intent was to honor and they also agreed that some people, not all, but some, find the term "Redmen" offensive. He pointed out the desire of the committee was to educate those who attended the public hearings as to why this is an issue. In the last meeting the committee discussed the information from the previous hearings and meetings and they discussed whether two presentations would be made to the Board or only one. It was decided that both sides would present to the Board.

President Allen thanked the committee for their presentations and informed those in attendance the Board would like to take some time to review the information they have before they take a vote.

The board meeting time was next made available for public input to address items not already listed on the published agenda. President Allen also informed those in attendance they can sign one of the clipboards in the foyer indicating whether they would like to keep the mascot or change it. Those choosing to address the Board regarding the mascot were given 2 minutes to speak.

Jeff Corry addressed the Board. He is a graduate of Cedar High and taught there 33 years. He has always been proud to be a Redmen. He asked the Board not remove the tile mosaic at Cedar High. It was given to the school from the class of 1989. At Uintah High they teach a class about Ute history and wondered if something like that could be considered here at Cedar High.

Shony John (Tom) addressed the Board next. She expressed her desire for everyone to work together. This issue is dividing the Native American community as well as the rest of our community. She indicated she is for keeping the mascot. She believes we can educate not eradicate. What a powerful way to do it by keeping the mascot and educating. She feels the Native American culture will go away if we retire the mascot.

Nathan Calishaw informed the Board he attended Canyon View High School because Redmen mascot was offensive to him. He explained the headdress, etc is as sacred as temple clothing for Mormons. He has spent much of his life after high school graduation visiting communities and Indian reservations around the southwest. He indicated that what affects people negatively to the Paiute community here has a trickle down effect to

everyone else in the community. He said he feels we need to continue learning how to see the other paradigm.

Delise Tom, a Paiute Navajo Native, asked which board members are alumni of Cedar High? This issue goes down to elementary. Her granddaughter was passed up in a school play and a white girl was dressed up as native. Her grandson was in play where he was pilgrim. Why should he wear a pilgrim hat when he's Native American? She claimed her grandkids won't go to Cedar High if they don't change the mascot.

Thalia Guerrero, a Paiute student at Cedar High School, informed the Board she started a petition at Cedar High School for a transition of the mascot because she was harassed by a teacher for stating her opinion regarding the mascot change. She said she is not proud to be a Redmen. People don't understand how it feels, people don't care. She believes the community can grow from whatever happens with the mascot.

Carl Palmer said his family was some of first in this valley to settle Cedar City. He grew up in Cedar City and graduated in 1959. He has heard that Native Americans have been criticized, etc. He said he believes this has nothing to do with the Redmen mascot. He said anytime you put a group of "Chicanos", "whites", "Native Americans", and "Africanos" in a group you will have slurs and that will go on for years regardless of mascot. He referred to the statement "We all need to come together and decide on a mascot we can agree on" and said that will never happen, it will always be a hot issue. He distributed a handout indicating this whole process was biased.

Merilee Hem was born and raised in Cedar City, and has raised her kids here as well. From the beginning our Paiute Tribe did not come to our people with any kind of information or ask what side we were on. In their statement, the Tribe says they support the change, but they didn't get our opinion. Our Tribe has lost a lot of our culture. Our culture is hurting, not because of a mascot, but because of our own people. We have to work within ourselves and have pride in being a Native American.

Natasha Tebbs, counselor at Cedar High School moved here 11 years ago. She works with kids every day. As a school counselor she works with kids within the privacy of her office to help kids feel supported and accepted and loved. She has worked with Native American students and has been told they are embarrassed and humiliated and won't stand for the school song. As a school counselor how do you support having a Redmen mascot? She stated she will not wear any form of school shirt that says Redmen. How do my Native American students feel support from me if I'm doing that? She would like to see the mascot changed and have the Tribe help put together a display case

representing their heritage. She would also like to see a class honoring the Native American people. That is how we honor our Native American people. She helped with the Multicultural Club last year. They had one day honoring Native Americans. It was announced and announced, many people were invited including teachers and students and no one showed up except club members.

Cary Bitsoie Rose moved here in 1981. Her family was the first Navajo family here. Her problem with mascot is it doesn't allow us to have control of our own narrative. It is important for people to have control of their own narrative. She can't see a reflection of long-standing tradition of honor when you go to the Paiute Reservation here and there is a lot of poverty. If you want to honor us, let us control how we do it. Every time you revisit this issue it makes it harder for us to have solidarity.

Joleen Goff gave the Board a perspective of a former CHS Redmen. She is a very proud graduate of the class of 1960. During the inception of the Redmen trait, the Tribe was counseled and asked how they felt. Mr. Thorley decided the name should be Redmen in honor of the Native Americans we lived among. Every decision made regarding the mascot and colors went to the Paiute Tribe. Each change made was authorized through the Tribe. The mascot head was never a symbol of anything other than warrior. It meant truth, courage, dignity, and willingness to give your heart to what you're doing. That's what we put in our students. That's what our community has lived with. We are the heart of a Redmen, not just the symbolism. We believe we honor that warrior mentality.

Cason Deschine, a current student at Cedar High School, addressed the Board. He reported he has never felt discriminated against, he has only felt kindness and support from everyone. That's what CHS is about. He pointed out we only hurt ourselves by not going to our own ceremonies. He has heard others say the mascot hurts them and he says he respects that but they need to respect his opinion too. All of the bad history that has happened has nothing to do with our mascot. We choose to be offended.

Bridget White addressed the Board as a Cedar Redmen mom. She has two boys, one who is a senior at Cedar High. Our last name is White and both boys have that tattooed on their back. She talked about worrying about what others thought about it. She can understand what people are thinking. At the end of the day her biggest plea is to please make a decision soon and have Cedar City support it! We have a bunch of senior kids who are lost because they don't have a mascot. They are represented as just Cedar. We need something that can represent us now and in the future.

Leila Shonberger, a Canyon View High School student, addressed the Board. She explained she didn't want to go to Cedar High because she had heard they were disrespectful towards her culture. She says a lot of kids look at her weird because she has color, but she respects those who have their sides. In the Constitution it says every man is equal and there is justice for all. She asked, "Where is justice for my ancestors who were slayed by white men?" There's a lot of pain in history and they don't ever teach that at Cedar High School. People say it's our community so let's keep it that way, but where is our community, the Native American community?

Evan Blanford, from New York City, asked when this mascot was adopted was there a Native American population here? He then asked how they felt about it? This mascot was chosen in the 40's. If the mascot is that old then why can't we do something for the people in this day and time that we all can relate to?

Andrea Shirts Nelson, a Cedar City resident, addressed the Board. Her great-grandfathers were Indian interpreters when they first came here. She commended the Board for not voting tonight and instead choosing to do more research. History is messy and misunderstood. We need to do better job of teaching history. She pointed out the many signs here tonight saying "My ancestors didn't die for a mascot". She asked the question, "Do we know what their ancestors died for?" If we wipe out our history we wipe out ourselves. Would the problems still be there if there was no mascot? Is the mascot a scapegoat for a much bigger issue? Are the Native American students in Canyon View High School, or other schools throughout Utah, that don't have mascot have the same issues? She believes education and understanding will help the community come together and not wipe out the past.

Corrina Bow, Chairwoman for the Kanosh Band, informed the Board that the Kanosh Band is passing a resolution that they are supporting the change of the mascot. She went to Cedar High School and did not feel honored at all. She pointed out that maybe that's because she heard a story from an Elder long ago that the mascot represented bounties for Natives' heads. A lot of elders have passed on and now people are not going to know what the mascot means. We are survivors and we will still be around regardless of what decision the Board makes.

Justina Cutch Cling introduced herself as a proud Paiute of the Cedar Band and also a proud Ute and part Navajo. She feels the Paiutes need to be more involved. Her child, in second grade, asked why other cultures are not being taught? I want to know why our Tribe isn't being taught? After 3rd grade there is no education of Paiute history. She encouraged other Tribe members to speak up, you represent yourself.

Renee Pete addressed the Board. She is a proud grandmother of three Cedar High School graduates and has three grandkids graduating this year. Her hope is they will still be Redmen after this year. She expressed her appreciation for everyone and their opinion. Our Tribe will go by whatever decision you make even if they don't agree. The tribe needs to work with schools here to teach the history.

Catherine Z. addressed the Board and started by thanking God for bringing us all together. She has had four boys who graduated as Redmen. She stated once you're a Redmen, you're always a Redmen. Her boys never had problems at Cedar High and they always felt welcome. We will always have an opinion in life. There is so much animosity in this world today, which is awful a lot of hate where there should be more love and we should be more humble towards each other and it is sad.

Joe Shepard reminded everyone it's about balance love, harmony, and respect. He pleaded with the Board to think about it and make the right decision. He went to Cedar Jr High and was a Warrior. From day one there's been a native footprint. Think about those people and think about us.

Mr. Brinkerhoff moved to approve the following individuals for employment in the district for the 2018-2019 school year:

Ginger Healy                      ½ Contract LCSW                      Three Peaks Elementary

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

Mrs. Jorgenson-Jones moved to approve the following individuals for employment in the district for the 2018-2019 school year:

Amberlee Peterson ½ Contract Extended Day Kindergarten Teacher North Elementary School

Mrs. Lambert seconded the motion and the board members passed it unanimously.

Mrs. Lambert moved to approve the following individuals for employment in the district for the 2018-2019 school year:

Kamry Neil                      PE Teacher                      Cedar High School

Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

The following policy was presented for a second reading: GCBD (Leaves of Absence).

Dr. Kemp moved to approve policy GCBD (Leaves of Absence) and have it added to the policy handbook. President Allen seconded the motion and the board members passed it unanimously.

USBA reports will be tabled until next month.

Hunter Shaheen updated the Board on the construction project at the South Preschool. He informed the Board that we have passed all inspections and are in the process of finalizing the closeout documents.

On a motion made by President Allen and seconded by Mrs. Jorgenson-Jones, the board meeting adjourned at 7:01 p.m.

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Board President

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Business Administrator