

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, December 17, 2019 at 1:30 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, Dale Brinkerhoff, Mary Ann Kemp, and Michelle Jorgenson-Jones. Shannon Dulaney, Superintendent; Kent Peterson, Business Administrator; Steve Burton, Kevin Garrett, Todd Hess, and Monica Torres were also present.

Roy Mathews was excused from the meeting.

President Allen called the meeting to order at 1:32 p.m.

Kent Peterson offered the prayer.

#### Open Enrollment Declaration

Steve Burton reviewed the enrollment numbers throughout the district. Iron Springs Elementary, Three Peaks Elementary, Canyon View Middle School, and Cedar Middle School will remain closed to in-district transfers next school year due to high enrollment numbers.

#### East Elementary Trust Land Amendment

East Elementary would like to amend their Trust Land plans in an effort to better utilize not only their Trust Land funds, but also their Teacher Student Success Act (TSSA) funds. East Elementary submitted their Trust Land plans before knowing how they can utilize their TSSA funds. The amendment would allow them to use their Trust Land money for mostly technology purposes. Their previous plan to hire a social worker out of Trust Land funds will now be paid for out of TSSA funds.

#### Policy Handbook Review

The Board has been reviewing proposed personnel policies from legal counsel since September. Dr. Kemp inquired if the Board would like to add current district policies to the review schedule. President Allen indicated that he would like to review both the current policies as well as the proposed personnel policies. Dr. Kemp also suggested the superintendent and directors review the policies that are administrative in nature. Dr. Kemp reviewed proposed policy Employee Standards of Conduct: Reporting Child Abuse. She questioned the paragraph that states that it is not necessary for a school employee to be present during interviews conducted by the Division during school hours. Mr. Burton indicated that the current practice is to ask the child being interviewed if they would like someone present, the social worker is supposed to ask that question as well. He agreed to write out the current practice and make sure it is compliant with state law and will then bring it back for review. The Board reviewed proposed policy Employment Requirements and Restrictions: Conflict of Interest.

#### News and Updates

In the November board meeting, Dr. Kemp requested that the Board take time in each study session to discuss news and updates they find relevant to education. President Allen indicated that he would like board members to also use this time each meeting to report on the committees they serve on in the community. Dr. Kemp shared information regarding test scores and student success. She reviewed an article which indicates that recent studies from the University of Chicago show personality and grades are more strongly correlated with success in life than test scores or IQ. The article also stated that the results of personality tests were twice as predictive as a person's IQ and testing results to figure out future success as far as wages are concerned. Teaching life skills in schools may be as important as reading and math. She also shared information about retaining students who are not proficient in reading by third grade. She reviewed an article that indicated 14 states have passed legislation recently requiring students be mandatorily retained after 3rd grade if they are not proficient in reading. Additional studies indicate that students are 60% less likely to graduate from high school if they have been retained. Steve Burton indicated that Iron County School District provides interventions for students who fall behind, we push hard against retention. Superintendent Dulaney indicated that the Utah State Legislature is currently focused on providing optional extended day kindergarten to help students become proficient before they reach third grade rather than retaining students. President Allen shared information from a recent USBA Leadership meeting. He informed the Board that a new tax structure was approved by state legislators and could have a big impact on education funding. He also informed the Board that there has been talk about a proposal to change the language in the Constitution and superintendents and school board members throughout the state may be asked to weigh in on the proposal.

Hunter Shaheen joined the meeting.

#### Bond discussion

President Allen welcomed Marcus Keller and Johnathan Ward from Zions Bank to the meeting to discuss the option of pursuing a General Bond Obligation. Johnathan Ward joined the meeting via phone. Johnathan reviewed the district's outstanding debt structure and payment schedule. In fiscal year 2021 the district's outstanding bond debt service will drop from \$7.5 million to \$2.5 million and by 2024 the current General Obligation bonds will be paid off. He pointed out the interest rates associated with these bonds are very low. Johnathan reviewed a five year tax rate comparison with districts similar in size to Iron County School District throughout the state. The comparison shows Iron County School District consistently sitting at a low tax rate. Johnathan reviewed multiple scenarios describing what the payment schedule would look like if the Board took to the voters a \$25 million or \$30 million bond question. He suggested planning for capital project needs beyond the next three years. He explained what it would look like for the district to ask the voters for authorization to sell the bonds to complete critical projects now and then a couple years later ask for authorization to sell another \$25 or \$30 million worth of bonds to complete other capital project needs while keeping tax rates steady. President Allen asked Hunter Shaheen to describe what projects can be completed with

two middle school additions would be roughly \$20 million. The current cost per square foot for commercial construction is \$275 per square foot. That amount is not including fees to the architectural company, construction manager fee or furniture and equipment. There are still safety and security items that need to be addressed. He gave a ballpark figure of \$25 to \$30 million to address these needs. Mr. Peterson indicated that the scenarios Johnathan has given allow the Board the ability to address capital project needs right now with the option of bonding again in three years without impacting taxpayers negatively. Johnathan mentioned that if the Board decides to move forward with a bond election a notice to the Lieutenant Governor's office must be given by May and the election resolution must be approved by the Board by the middle part of August. Johnathan suggested planning ahead by getting the word out and educating the public well in advance of these legal dates. He indicated interest rates are historically low right now. President Allen requested a timeline by the January board meeting.

At 3:33 p.m. Mrs. Lambert moved to have the Board enter into a closed meeting for the purpose of discussing the character, professional competence, or physical or mental health of one or more individuals employed in the District. The motion was seconded by Mrs. Jorgenson-Jones . By voice vote the board members voted as follows:

Mary Ann Kemp - Yes  
Dale Brinkerhoff - Aye  
Michelle Jorgenson-Jones - Yes  
Michelle Lambert - Yes  
President Allen - Yes

The following persons were present for the closed session: Dale Brinkerhoff, Michelle Jorgenson-Jones, Michelle Lambert, Stephen Allen, Mary Ann Kemp, Kent Peterson, Todd Hess, and Shannon Dulaney.

At 3:45 p.m. President Allen moved to come out of closed session. Mrs. Lambert seconded the motion and the board members passed it unanimously.

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

President Allen conducted the meeting.

McKenna Cowley offered the prayer.

Kailey Gilbert led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, November 26, 2019 were approved on a motion made by Mrs. Jorgenson-Jones, seconded by Dr. Kemp and passed unanimously by the board members.

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

The Board recognized Kent Peterson for 45 years of service in the district. President Allen invited the Board and Superintendent Dulaney to make a few comments. Mrs. Lambert thanked Mr. Peterson for always answering her phone calls and for explaining things in a way that has helped her make better decisions for students. Iron County School District is in a very good position thanks to his leadership the past 45 years. Dr. Kemp expressed her appreciation to Mr. Peterson and thanked him for being a good friend. Many districts in the state look up to us because we have done so well in budgeting and keeping our taxes low. Much of that credit has to go to Mr. Peterson. Mr. Brinkerhoff credited the district's financial responsibility to Mr. Peterson's guidance. He has served this district very well. Mrs. Jorgenson-Jones thanked him for his great leadership and guidance throughout the years. Superintendent Dulaney expressed her love and appreciation for Mr. Peterson. He has been a supporter and has put Iron County School District in a place where we are looked up to by other districts. He cares about kids and educators and that has governed every decision he has made. President Allen described Mr. Peterson as modest and wise with a way of describing complicated things in a way that is easy to understand. He has been a source of wisdom, guidance and advice to many. Mr. Peterson thanked everyone for their kind words. He mentioned when he started in the district there were 3,000 students in nine schools and now there are over 9,000 in 15 schools. He has worked under six superintendents and 30 board members throughout the years. He thanked the ladies in the office and expressed his appreciation for the great associations he has had with leaders in the district. He also thanked his wife for her continued support throughout the years.

President Allen introduced Cedar High School Principal John Dodds to present school recognitions and the school report. Principal Dodds took a moment to thank Mr. Peterson for his service in the district. He introduced the Cedar High School Student Government and thanked them for all their hard work and dedication throughout the year.

Principal Dodds introduced fine arts teacher, Zac Trotter and presented him with the Employee of the Year award. He expressed his gratitude for Zac and thanked him for the endless hours he spends working with the students at Cedar High School.

Principal Dodds then presented Sidney Nakken with the Volunteer of the Year award. Sidney goes above and beyond giving selflessly to the students and staff at Cedar High School. She has not only put in a lot of time in Cedar High, but every school her children have attended throughout the years.

Cedar High School Assistant Principals, Danny Lewis and Terri Sanders, along with solutions teacher Jenna Ayers presented on Cedar High's Positive Behavior Intervention program, which has been a focus of the administrative team this year. Mr. Lewis explained the program was created as administrators looked at data and found that when students were on an out of school suspension they would usually fall behind in academics. Teachers also noticed this problem and

asked that we find a way to become more proactive in helping these students succeed. In an effort to fix this problem, an in-school suspension and solutions program was created. This program allows us to keep those students who have behavior or truancy issues in school to be sure they aren't falling behind academically. The solutions aspect of the program allows students to look at their behavior and decide what they did wrong and how they're going to fix it. Mrs. Ayers explained the two reasons students find their way to the in-school suspension and solutions program are discipline related incidents and truancy. The bigger of the two is truancy. She described the solutions room as a place where negative behavior is addressed. Students are checked up on continually to make sure they are on track and keeping up with the commitments they have made. She reviewed in-school suspension data they have kept up to this point this year. This year alone there have been 408 students tracked and monitored. There have been 144 students in for lunch detention. Mrs. Sanders pointed out the positive impact this program has had on students.

- We are teaching students the behaviors we want them to show
- We are providing training of the skills needed to change behavior
- We have a decrease in office referrals
- We are improving learning by reducing the amount of time out of school
- We are helping students feel successful in their classes
- We are preparing students to transition

President Allen asked if the team could share an example of success. Mrs. Ayers recognized the principals for the strength and courage and vision to implement this program. She described a situation with a student who has had truancy issues and hardly attended school since 5th grade. Mr. Lewis visited with this young man and gave him permission to leave his class to use the solutions room whenever needed. Just knowing he has the option of utilizing the solutions room has given him confidence and he has been to school everyday since.

President Allen introduced Cory Henwood to give an update on Launch High School. The school will partner with departments at SUU as well as Southwest Tech and Southwest Educational Development Center. Cory described the unique aspects of Launch High School and reviewed key aspects, known as the six E's:

- Early access to credit acquisition (early advancement)
- Experiential learning in a hands-on, project-based environment
- Essential skills, like creativity, communication, and collaboration, integrated into courses
- Entrepreneurial education
- EdTech integration
- Elect an alternative approach to education where teachers personalize learning

Students will attend either A day or B day at Launch High School spending 50% or more of their time working on projects. We have received a grant from the state that will provide the furniture, tools and training required for this program. The funding will continue to implement and expand this work for the next two years, and likely the next five years. Steve Schofield, principal at the school, and Karen Johnson, community engagement specialist, have reached out to local industries who are willing to partner with the school to mentor students on their projects and even provide them projects specific to their business. President Allen asked how the students

will interface with their boundary school? Cory said the students at Launch High will take their English, math, science, and social studies classes at Launch High School. They will then attend their elective classes at their boundary school. President Allen also asked Cory to walk the Board through the time line. Cory said a grant was written one year ago and on receipt of this grant they have worked with teachers to design the curriculum and have traveled to preview the program being implemented in other sites. They are now working on the construction of the interior of the building. Students are able to indicate their interest to attend by going to the Launch website and filling out the form linked on the homepage. On the 12th of February, 200 students will be chosen through a lottery system.

Mr. Brinkerhoff moved to appoint Todd Hess as business administrator. Mrs. Lambert seconded the motion and the board members passed it unanimously.

Mr. Hess addressed the Board and thanked them for the opportunity to serve as business administrator. He expressed his desire to continue the legacy that Kent Peterson is leaving behind. He expressed a great responsibility to students, employees of the district and tax payers of the county.

President Allen welcomed James Stewart from Gilbert & Stewart to present the district's annual audit report for 2018-2019. Mr. Stewart reviewed the three reports included in the audit: the report on government auditing standards, the independent auditors report on compliance over major federal programs, and the state compliance report. The district received the highest opinion on all three reports. He expressed his gratitude for the people in the district office who helped compile the information for the audit.

Dr. Kemp moved to approve the 2020 Board Schedule. Mrs. Lambert seconded the motion and the board members passed it unanimously.

Mrs. Lambert moved to approve the 2020-2021 open enrollment declaration. Dr. Kemp seconded the motion and the board members passed it unanimously.

East Elementary Trust Land amendment was tabled until January's board meeting.

Greg Sanders introduced Cedar High School counselors Nick Parson and Eric Hasemeyer to present to the Board on the comprehensive guidance program. Nick described all of the duties and responsibilities of a school counselor. He told the story of a homeless student who came to him this year for help. The student was living up the canyon, sleeping in a tent and bathing in a creek. With the help of the district's homeless liaison, Stephanie Hulet, they were able to provide this student with basic essential needs. They helped him enroll in Job Core in Montana where he is learning to be a cook. Helping this student achieve success is the one thing Mr. Parson is most proud of this year. Eric Hasemeyer reported on the importance of mental health professionals in the schools. Sadly, on the second day of school this year a student from Cedar High committed suicide. Within a short amount of time, counselors from multiple schools came together at Cedar High to help students process through this tragic event. Mental health

together at Cedar High to help students process through this tragic event. Mental health counselors were able to not only assist the students, but also the staff and faculty as they were all intimately involved with this student's life. Two weeks later, counselors presented a parent night giving parents the opportunity to learn ways suicide can be prevented. Counselors are actively engaged with each student at Cedar High School and partner with our in-school suspension and solutions program. Counselors from Cedar High, Canyon View High and Cedar Middle have been trained in the state approved program Prime for Life. This program allows counselors to work with students who have been safe schooled or suspended because of some type of substance abuse. It teaches students how their high risk choices are negatively impacting their lives. Mr. Hasemeyer thanked the Board for their foresight in having mental health counselors in the schools so they can work with students who need it. Greg Sanders thanked the counselors for the work they do each day in our schools. He asked for a motion to approve the comprehensive guidance program. Mrs. Lambert moved to approve the 2019-2020 Comprehensive Guidance Counseling program. Dr. Kemp seconded the motion and the board members passed it unanimously.

Greg Sanders next introduced Karen Johnson to describe what is going on with the work based learning program in the district. Karen has created a website where she has listed the employers who are working with the district in hosting interns. The website also has information for students on how they can become eligible and get involved. She expressed her appreciation to those businesses who are willing to partner with the district in this endeavor. She encouraged Sterling Scholars to apply for internships. Mr. Sanders explained that there is a work based learning program in every high school in the district. There are 100 total students who are participating. President Allen moved to approve the 2019-2020 Work Based Learning program. Mrs. Lambert seconded the motion and the board members passed it unanimously.

The board meeting time was next made available for public input to address items not already listed on the published agenda. President Allen asked that comments be kept to three minutes.

Jeff Corry addressed the Board and expressed his appreciation for Kent Peterson and his service to the district the past 45 years.

Kristin Mayher addressed the Board and explained her son's negative experience with math at Canyon View Middle School. She has tried to reach out to her board member and secondary director with no avail. She has enrolled her son in an online charter school and he loves math again. Mastery Connect has been a huge inconvenience for their family. She expressed she is very passionate about education and feels that the district has chosen to ignore the students who don't have suicidal issues. She feels her son needs to be in an honors class.

Ann Clark spoke to the Board regarding Standards Based Grading and Mastery Connect. Kids are sitting in front of computers to learn and then plopped down again in front of a computer for assessments. They haven't learned to be responsible because they don't have to do homework. She indicated Standards Based Grading causes the kids have more of a relationship with a

computer than their teachers. Kids need an exciting environment with interaction with other people in order to learn.

There were no policies on the agenda for approval.

President Allen moved to adjourn the meeting at 5:58 p.m. Mrs. Lambert seconded the motion.



Board President



Business Administrator