

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, February 26, 2019 at 9:00 a.m. in the conference room "D" and in the school board room in the district office building.

The following Board Members were present to begin the meeting: President Stephen Allen, Vice-President Michelle Lambert, Michelle Jorgenson-Jones, Dale Brinkerhoff, Shannon Dulaney, Superintendent; Kent Peterson, Business Administrator; Kevin Garrett, Steve Burton, and Rich Nielsen were also present.

Board member Mary Ann Kemp was excused.

Mrs. Lambert offered prayer.

At 9:00 a.m. President Allen 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. Mrs. Lambert seconded the motion. By voice vote the board members voted as follows:

Stephen Allen - Yes  
Michelle Lambert - Yes  
Michelle Jorgenson-Jones - Yes  
Dale Brinkerhoff - Yes  
Dr. Kemp was excused from the meeting

The motion passed unanimously.

The following persons were present for the closed session: President Stephen Allen, Michelle Lambert, Michelle Jorgenson-Jones, Dale Brinkerhoff, Shannon Dulaney, Kent Peterson, Kevin Garrett, Steve Burton, and Rich Nielsen.

The purpose of the closed session was to discuss personnel.

All school principals met with the Board to discuss evaluations of their staffs. They met with the Board in the following order:

<u>Name</u>	<u>School</u>	<u>In</u>	<u>Out</u>
Michelle Jones	Fiddlers	9:03	9:20
Paula Burgoyne	Three Peaks	9:20	9:45
Allison Drake	E-Valley	9:45	10:00
Jerry Oldroyd	South Elementary	10:00	10:10
Trevor Heaton	Parowan Elementary	10:10	10:18
Nathan Jenkins	Iron Springs	10:30	10:48
Ray Whittier	North Elementary	11:00	11:12
Daniel Ekker	Enoch Elementary	11:17	11:25
Mike Moyle	East Elementary	11:30	11:48
Debbie Jensen	Preschools	11:50	12:10
Bylynda Murray	Cedar Middle	12:40	1:10
Trent Nielsen	Cedar Middle	12:40	1:10
Richard Thatcher	Cedar Middle	12:40	1:10
Rob Wagner	Canyon View Middle	1:10	1:32
Gavin Hawkley	Canyon View Middle	1:10	1:32
Merrilee Chamberlain	Canyon View Middle	1:10	1:32
Roy Mathews	Parowan High	1:32	1:52
John Dodds	Cedar High	1:52	2:10
Terri Sanders	Cedar High	1:52	2:10
Danny Lewis	Cedar High	1:52	2:10
Denny Heaton	Canyon View High	2:10	2:30
Julie King	Canyon View High	2:10	2:30
Kyle Robinson	Canyon View High	2:10	2:30
Steve Schofield	SEA	2:20	2:50

At 2:52 p.m. President Allen moved to have the Board end the closed meeting. Mrs. Jorgenson-Jones seconded the motion and the Board members passed it unanimously.

At 2:55 p.m. Mrs. Jorgenson-Jones moved to have the Board enter into a closed meeting for the purpose of discussing possible litigation toward the district. President Allen seconded the motion. By voice vote the board members voted as follows:

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

The motion passed unanimously.

At 3:35 p.m. Mrs. Lambert moved to have the Board end the closed meeting. Mrs. Jorgenson-Jones seconded the motion and the Board members passed it unanimously.

Monica Torres joined the work meeting.

The Board continued their work meeting at 3:35 p.m.

President Allen conducted the meeting.

Ashley Peterson's training on Elementary Literacy Curriculum was tabled until next month due to time constraints.

President Allen recommended using *The Key Work of School Boards Guidebook* for their monthly board trainings. Board members agreed it would be beneficial to follow the guidebook in their trainings.

The Board moved from the work meeting at 3:40 p.m.

The regular board meeting began at 4:00 p.m.

President Allen conducted the meeting.

Natalie Beacham offered the thought.

Keith Robison led the Pledge of Allegiance.

Minutes of the Regular Board of Education meetings held on Tuesday, January 22, 2019, and Feb 5, 2019 were approved on a motion made by Mrs. Lambert, seconded by Mr. Brinkerhoff and passed unanimously by the board members.

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

Cedar Middle School Principal, Bylynda Murray, presented Brittanie Parry and Lonnie White with the Volunteer of the Year award. Principal Murray thanked them for their dedication to Cedar Middle School students.

Trent Nielsen, Cedar Middle School Vice-Principal, presented the 6th grade reading team, Regina Weeks, Nancy Johnson and Gisele Terrones, with the Employee Team of the Year award.

Cedar High School Principal, John Dodds, recognized Nate Ellis for winning the 2019 State Championship title in his weight class and Mike Anker for placing second at State.

Dallas Lowry, wrestling coach at Canyon View High, recognized Brady Lowry for winning the 2019 State Championship title in his weight class. He also recognized Gavin Carter and Braydon Cavalieri for placing second at State.

Roy Mathews, principal at Parowan High School, recognized the Parowan Boys Basketball team for placing second at State. Coach Stubbs, Coach Robinson, Krue Stubbs, Porter Wood, Easton Jense, Drake Robinson, and Layne Jenson represented the team.

Principal Murray presented the school report for Cedar Middle School. She introduced Richard Thatcher, assistant principal; Keith Robison, school counselor; Nicole Larsen, school counselor; and Josh Killian, social worker. Their presentation informed the Board the various ways Cedar Middle School has been working toward becoming a trauma informed school. Cedar Middle School has been redesignated as a "Schools to Watch" for 2019. They have been a designated member of this program since 2010. The Schools to Watch program recognizes middle schools across the nation who excel in academic excellence, developmental responsiveness, social equity, and organizational structures and processes.

The board meeting time was next made available for public input to address items not already listed on the published agenda. Anyone addressing the Board regarding the Cedar High School mascot was given one minute to speak.

Harold Haynie, former school board member, addressed the Board and reassured everyone in attendance that the administration and board have not taken the assignment to review the Cedar High mascot lightly. This is not a knee jerk reaction.

Tony Kociela requested the Board pause and put the issue on a ballot because there are so many local citizens who would like to keep the Redmen name.

Tamara Henderson, Cedar High graduate of 1971, addressed the Board and expressed her pride in the Redmen name. She feels the public has the right to speak their minds.

She expressed her concern that the Board was elected to represent the people and the children and the vote to retire the Redmen name is not in best interest of the people in the community.

A person who did not disclose her name expressed her belief that this decision was made too fast and the community should have a say and be heard.

Jeff Corry addressed Rich Nielsen and asked if the public was informed of the number of teaching hours that would be missed with the combination of XLT's and late starts? He claimed 154 hours per year are being missed in instruction time because of the two programs.

Another person in attendance who did not disclose her name expressed her concern that Native Americans should have the right to have a say in this issue. If it bothers them to be called Redmen, they shouldn't be called Redmen. She referred to Denton Robinson's letter to the Iron County School District.

Preston Davis addressed the Board. He graduated in 1996 from Cedar High School. He expressed his pride in the school. He informed the Board they are elected officials and the people in the community are their bosses and they should do what the community wants.

Joseph Calishaw praised the Board for the professional way they have handled things and he expressed his appreciation to the Board. He graduated in 2003 and supports the change.

Fred Ashdown addressed the Board. He graduated in 1969 from Cedar High School. He expressed his pride in the school and informed the Board he had many Native American friends growing up and still does. He feels nothing but pride has been shown. He expressed his love for the Redmen name.

Danna White spoke to the Board members. She mentioned the Redmen name is part of our heritage, it's a part of Cedar City. She feels the strength and honor of the name is cherished and loved. She is for keeping the Redmen name.

Andrea Nelson presented a binder that was given to the committee members. She expressed her concern for how the committee members were selected. She claimed the binder is full of biased information. She claimed the committee meetings were secret.

Alan Wade, a 1972 graduate from Cedar High, claimed the Board has used the excuse that it has been a financial burden to keep defending the Redmen name. He asked the Board to see the figures related to this. He expressed his concern that it is going to cost taxpayers a fortune to change.

David Benson addressed the Board. He claimed the Board chose to ignore the petition to keep the Redmen name. He informed the Board that he is representing an internet group and they plan to replace the three board members who voted for the change when their terms are up and then change the name back to Redmen.

Tyler Barber addressed the Board and informed them they do have support in changing the name. He exclaimed the Board's job is to do what is right for the community and the majority is not supposed to rule. He feels the Board has done its job in protecting the whole.

Kyle Stubbs addressed the Board and asked the Board to pause and put this issue on a ballot for the public to vote on. He feels the community should decide this issue, not the Board.

Annie Draper, a teacher at Cedar High, thanked the Board and praised them for doing a wonderful job. She expressed her appreciation for the Board's support. She also expressed her appreciation for the Board considering the students' side in this issue. She thanked them for being a great representative of the teachers and the students.

Amy Dalley, also a teacher at Cedar High, thanked the Board for doing a great job. The public had the chance to vote and have a voice and they voted against the bond, which is not in the best interest of students in the district. She described her daughter's experience of having over 200 hate emails just for wearing a native looking dress as a cheerleader.

Eddie Kociela, a current student at Cedar High School, addressed the Board. He expressed his opinion that the Board is doing a terrible job. He feels the Board should have asked the Cedar High students their opinion on the name change.

Brenda Stevens addressed the Board. She explained to the Board she represents the Sovereign Nation of the Navajos. She feels the name should be changed because it doesn't represent all Native American Indians.

Telia Guerrero thanked the Board for being part of the change. She expressed her sorrow for all the hate.

Marlee Kanosh thanked the Board for being on the right side of history. She expressed her appreciation to the Board for protecting her daughter's well-being.

Cheryl Stratton read a letter to the Board. The letter is from someone she is friends with. The letter accuses the Board of spending too much time on the mascot and not enough time on education resulting in low ranking in testing performance.

Nick Denhalter, a graduate of Cedar High, enjoyed his experience as student body officer at Cedar High School. He feels a better way to represent Native Americans, rather than a mascot, is to educate students on the Native American culture.

TJ Penrod thanked the Board for their decision. He has worked with youth in the community and exclaimed the majority of them have not supported the Redmen name. He claimed he has had death threats from people in the community because of his position on this issue.

Del Schlosser addressed the Board to let the Board and the public know that there is an effort to try and appeal the decision the Board made on the mascot. The school board does not have a policy in their policy handbook allowing the public to appeal decisions they as a Board make. He also wanted the public to know that he received an email from the district's attorney that there is no appeal process regarding decisions made by the Board, the Board's decision is final and any decision they make in the future will also be final.

Marilyn Wood spoke to the Board about the history of her family because she feels history is so important and the Redmen name is so important to this community. One of her ancestors, George Wood donated the property for the first district school office in Cedar City. Her family would like the name to stay.

Anaiya Jake, senior at Cedar High School, has always been proud to be a Redmen. When asked by teachers or others how she feels about the name she always tells them she is not offended. She asked the Board if they have asked the natives here in town how they feel about it? She feels the name should stay Redmen.

Mr. Jake, father of Anaiya Jake, addressed the Board. He explained to the Board the Redmen name doesn't offend him, it gives a sense of pride to this community. He feels,

as a member of the Paiute Tribe, the name represents his people. He asked the Board to listen to the people who elected them. There is no offense at all.

Superintendent Dulaney introduced the district school nurses: Laurie Baumgartner, Amber Dalton, Crystal Shakespeare, and Tiffany Johnson. The nurses presented on the current status of nurses in the schools. They described the work they perform in the schools everyday and gave each board member a folder with letters from each of the school secretaries describing the medical procedures the nurses perform in their schools that they, the secretaries, are not trained to do. They informed the Board their workload is continuing to grow and they are understaffed. Their recommendation to the Board is for the district to add two full-time nurses next school year and continue to add a nurse every year until the district has one nurse to every 750 students.

Kevin Garrett recommended the following individuals for hire in the Iron County School District for the 2018-2019 school year:

Anna Moyle	½ Contract Speech Language Technician	South Preschool
David Lehn Shmutz	¾ Contract Speech Language Technician	Three Peaks Elementary

Mrs. Lambert moved to approve the hire of Anna Moyle and David Lehn Shmutz. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

Rich Nielsen recommended the following individuals for hire in the Iron County School District for the 2019-2020 school year:

Noel Bauer	Language Arts/Drama Teacher	Parowan High School
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Mrs. Jorgenson-Jones moved to approve the hire of Noel Bauer. President Allen seconded the motion and the board members passed it unanimously.



The following policies were reviewed, IGDC-E (Challenge of Library Materials Form), IGDC-E1 (Parental Permission to View PG or PG13 Video/DVD), IGDC-E2 (Request to Show Commercially Purchased Video/DVD), IGDJ (Violations of Discipline Codes), IIAA (Text Materials Adopted for Use in the Iron County School District), IIAD-E (Agreement Form for Classroom Instruction), IIAD-R (Cooperative Agreement with Community Agencies Assisting with Classroom Instruction).

The board meeting adjourned at 5:45 p.m.



Board President



Business Administrator

