

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, June 25, 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-Jones, Mary Ann Kemp, and Dale Brinkerhoff. Shannon Dulaney, Superintendent; Kent Peterson, Business Administrator; Roy Mathews, Steve Burton, Kevin Garrett, and Monica Torres were also present.

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

Michelle Lambert offered the prayer.

President Allen trained the Board on chapter one from the book *The Key Work of School Boards*. The Board will continue their training each month from *The Key Work of School Boards* with Mrs. Jorgenson-Jones and Mr. Burton training on chapter two in August. The schedule will continue as follows: Dr. Kemp and Mr. Peterson will train in September on chapter three, Mrs. Lambert and Mr. Garrett will train on chapter four in October, and Mr. Brinkerhoff and Mr. Mathews will train on chapter five in November.

Mrs. Lambert reviewed with the Board her progress on writing a school board handbook. She reported the document is not complete and she requested reviewing the handbook in greater depth at the board retreat in July. She will continue to send all updates to the Board and district administrators for review prior to the retreat.

President Allen led a discussion on the annual board retreat. The Board discussed a date and location and decided on July 25th, 2019 in Paragonah at the same location the retreat was held the previous year.

The agenda item regarding the baseball fields at Parowan High School was put on hold because the presenter had a prior engagement.

The Board discussed the personnel policies that were reviewed and revised by the district's attorney Blake Ostler. Because there are so many policies to discuss, the Board decided to divide them up and review them in smaller groups throughout the 2019-2020 school year. The Board set a goal to have the policies revised and approved by May of 2020. Dr. Kemp agreed to separate the policies into groups to review in each board meeting beginning in August 2019.

President Allen welcomed Danny Lewis, assistant principal at Cedar High School, to the meeting. Superintendent Dulaney informed the Board that there have been requests to understand the format and process with the transition to the new mascot at Cedar High School and she asked Mr. Lewis to come and give the Board an update. Mr. Lewis reported that there are only four athletic programs at Cedar High School that will need some form of their uniforms replaced: the football team will need to purchase new pants, the girls soccer team will need new tops, the wrestling team will need new singlets and warm-ups, and the baseball team will need new tops. The uniform expenses will be paid for with the school's annual equipment budget and booster club budget. Mr. Lewis reported that an agreement was made with BSN Sports through Nike to donate \$9,000 a year for the next five years to help the school with uniform replacements. In addition, they have a program to assist schools across the nation who are going through mascot changes. With the \$9,000 donation from Nike it is expected the school will be well under the annual \$30,000 equipment budget from the district and will be able to cover all uniform replacements in-house. Mr. Lewis introduced Hunter Shaheen to explain the situation with the gym floor. Mr. Shaheen informed the Board that typically on a high school size gym floor you get around three sandings. It was anticipated that our three sandings were up and the floor would need to be replaced. He reported that crews were brought in to look at the floor and it was their opinion that the floor was still good for at least one more sanding and possibly three more. The project was put out to bid to companies who specialize in gym floor replacements and sandings. There have been two bids come in with another one on the way. The bid closes tomorrow, June 26th. The anticipated cost for the sanding is between \$25,000 and \$30,000. He reported the paint scheme will match what is currently on the floor. A new floor replacement will most likely happen within the next 15-20 years and the cost of a new floor replacement is around \$150,000. He mentioned that Cedar High was one of the first districts in the state to go to a water based finish which prolongs the life of the floor as it doesn't yellow as fast as the oil based finish. Dr. Kemp reported she personally does not like supporting Nike because they sponsor Colin Kaepernick. Mr. Lewis then updated the Board on the banners and wall plaques in the school. The project was put out to bid to two companies in Cedar City: Rainbow Sign and Banner and Cedar City Prints. Rainbow Sign and Banner bid \$10,069.10 for the project. Cedar City Prints offered to replace all of the items but two for free as their donation to the school. They cannot replace the avenue signs in the hallways and the large letters spelling out "REDMEN" on the south side of the school. Mr. Shaheen contacted Thompson and Sons, the company who put the letters on the school originally, and they offered to remove the "MEN" and add an "S" at the cost of \$825. They will be in town in July to complete the project. Rainbow Sign and Banner bid \$151.24 to replace the avenue signs. Mr. Lewis reported the only other item that needs to be replaced that we

haven't received a bid for is the marquee on the north side of the school. The marquee has fiberglass inserts that will need to be replaced. The marquee was purchased from a company in Florida, but Mr. Lewis expressed his opinion that we can find a company here in the state of Utah that can replace the fiberglass inserts. The cost of the inserts is not known at this time. Mr. Lewis updated the Board on the current state of sponsorship. Last year there were just over 50 sponsors. Currently there are 37 sponsors who have sent in their checks or committed through email. Eight of the 37 sponsors are new sponsors. The committed money as of right now is at \$41,000. It is anticipated that by the end of July, 15-20 more sponsors will respond and it is expected the booster donations will be around \$50,000 to \$60,000 this year. Mrs. Jorgenson-Jones asked if the number of sponsors who have committed are similar to that of past years at this same time? Mr. Lewis reported that there are actually more sponsors committed than last year at this time. Mr. Brinkerhoff asked if the expense of the gym floor sanding is the only thing not covered by the school? Mr. Lewis reported all expenses will be covered by the high school except the sanding of the floor which Mr. Peterson has planned to pay through district funds. Mr. Brinkerhoff asked if there a list being kept of projects and costs related to the mascot transition? Mr. Lewis informed him that there is a spreadsheet that includes all projects and costs of projects. Mr. Brinkerhoff asked where the school is storing the items they have taken down or removed? Mr. Lewis reported the items are being stored in the basement of the school and uniforms are being stored in each coach's uniform storage closet. Mr. Brinkerhoff indicated a citizen reached out to him regarding a pole sign on the football field that had been taken down. Mr. Lewis informed him that it was taken down by district personnel and stored in the basement at Cedar High. The large sign on top of the football scoreboard was also removed and it will be wrapped with the new logo or name. Mr. Brinkerhoff asked if the mosaic on the floor will be removed? Mr. Lewis assured him it will stay. It is part of the history of the school and the plan is to not erase the history of the school. The cement sign out front that was donated by a class and the headdresses in the school will also stay. Mr. Peterson reported the National Guard offered to wrap some of the signs, but it was not needed after Cedar City Prints came in and offered to replace all of the signs in the school. The National Guard would still like to invest money into Cedar High in some form or another. Mr. Lewis updated the Board on the logo process. Varsity Brands, a company through BSN Sports, has been working with the school to create new logos. They have given the school a \$12,500 package for developing the new logos at no cost, the school is not paying anything for logo design. They are also donating avenue banners with the school logo that can be hung from the light poles in the parking lot and throughout the building. The company will create seven different logos for us to choose from. President Allen asked about the sanding of the gym floor and when it is expected to happen? Mr. Shaheen reported that there is still not a defined start date, but it will

most likely happen in early to mid September. Mr. Lewis also reported that Cedar High has already scheduled to use Cedar Middle School for volleyball practices while the gym is out of commission. The Board thanked Mr. Lewis and Mr. Shaheen for the update.

Ashley Peterson, District Literacy Specialist, reviewed the Early Literacy Plan for the 2019-2020 school year. Every year the state legislature requires school districts to put together an Early Literacy plan and have it approved by their local school boards. Iron County School District's plan has already been pre-approved by the state office but now needs approval from the local school board. Ashley began by updating the Board on the goals and successes from the 2018-2019 school year goals. She reported that the State requires 60% of students in first through third grades to make typical or better progress in reading proficiency by the end of the school year. Iron County School District scored well above this as 73% of students made typical or better progress by the end of the 2018-2019 school year. She explained the Local Goals made last year, which focused on first grade. The first local goal was to increase the percentage of first grade students proficient on the DIBELS composite by 11% from the beginning of the year to the end of the year. First graders in Iron County School District went from 56% to 71% proficiency, which is a 15% growth! It was the highest growth percentage in reading the district has seen in seven years. She shared with the Board the schools to celebrate:

Enoch Elementary had 82% of first graders test proficient, E-Valley Elementary had 94% test proficient, Parowan Elementary 1st graders ended the school year with 80% proficiency in reading, and Iron Springs Elementary went from 36% proficiency to 76% proficient by the end of the year. The goal is to work with kindergarten next year so that the students advance into first grade at a higher level. She explained that the second local goal relates to the district's tier II students. The goal was to move 63% of first grade students scoring below benchmark at the beginning of the year to benchmark or above by the end of the year. Iron County School District had 132 first graders in the district at the beginning of the year score below benchmark. At the end of the year only 60 of those students remained. 55% of the first grade students moved up by the end of the year. This was an increase of 50% from the 2017-2018 school year. Ashley shared the schools to celebrate regarding this goal: Enoch Elementary moved 73% of their below benchmark students in first grade to at or above benchmark by the end of the year, E-Valley moved 100% of their students from below to benchmark or above, and Iron Springs Elementary moved 78% of their students up to benchmark or above.

Ashley reviewed with the Board the new goals for the 2019-2020 school year.

She explained the overall goal for the new school year is to move forward to second grade while keeping a close watch on first grade students. The uniform growth goal, set by the State, remains that at least 60% of students grades one through three make

typical or better progress by the end of the year. The district's first local goal for the 2019-2020 school year is to increase second grade reading proficiency by 6%. The second goal is to ensure that 54% of second grade students who score below benchmark will score at/above benchmark by the end of the year. The district literacy coaches and administrators will support teachers in increasing the percentage of first grade students proficient by 13% by the end of the year. Teachers and administrators will also support kindergarten teachers in ensuring that kindergarten students maintain proficiency on nonsense word fluency and correct letter sounds from the middle of the year to the end of the year. The Early Literacy Plan will be approved by the Board in the regular meeting.

Dr. Kemp began the discussion regarding the Parowan High School baseball field. She had invited Parowan baseball coach Jed Townsend to talk about the situation with the Board, but he was unable to attend due to a prior engagement at Parowan High School. She shared the information she had with the Board. She informed the Board the field is not usable and the team has had to travel to Cedar for all of their home games. Part of the problem is Parowan didn't have water on the field for over a year and the grass was ruined and the field is very rough. Among other things, the home plate is too close to the back stop and it is not suitable for high school baseball. Mr. Mathews reported that when the town of Parowan flooded, the flood water took out the pressurized water system which is what they used to water the field. They were able to keep the infield somewhat alive, but the outfield suffered immensely. Mr. Mathews, Mr. Peterson and the district maintenance crew met together and figured out the water situation. The field can now be run on pressurized water and culinary water. The outfield was reseeded once the water was completed. Even with the water issue fixed, the baseball team won't be able to use the field in the fall. He also indicated the backstop issue was new to him. Mr. Peterson expressed the most important thing was to get the water figured out before moving on to fixing the other problems. He and Mr. Mathews believe Parowan High School will be able to play on the fields by spring.

At 3:02 pm Mrs. Lambert moved to have the Board enter into a closed meeting for the purpose of discussing pending or reasonably imminent litigation. The motion was seconded by Mrs. Jones-Jorgenson. By voice vote the board members voted as follows:

Mary Ann Kemp - Yes

Dale Brinkerhoff - Yes

Michelle Jorgenson-Jones - Yes

Michelle Lambert - Yes

Stephen Allen - Yes

The motion passed unanimously.

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

At 3:52 p.m. Mrs. Lambert moved to have the Board end the closed session. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

At 3:52 p.m. the Board adjourned the study session.

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

President Allen conducted the meeting.

Roy Mathews offered the prayer.
Kevin Garrett led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, May 14, 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.

Dr. Kemp moved to approve the following individuals for employment in the district for the 2019-2020 school year:

Roy Mathews	Director of Secondary Education	District Office
Kim Bailey	Principal	Parowan High School

Mr. Brinkerhoff 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 2019-2020 school year:

Austin Pickett	F/T Custodian	Cedar High School
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Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

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

Tyler Savage	Nurse	District
Andrea Callaway	F/T SpEd Teacher	Canyon View Middle School
Justin Keyes	F/T SpEd Teacher	Canyon View Middle School
Jeanna Keller	F/T SpEd Teacher	Enoch Elementary
McKenna Reber	½ Contract SpEd Teacher	Enoch Elementary
Lindsey Lyman	Severe SpEd Teacher	Canyon View High School

President Allen 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:

Melanie Baker	½ Contract BTS Teacher	South Elementary
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Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

On a motion made by Dr. Kemp and seconded by Mrs. Jorgenson-Jones, the Board ratified the final negotiation agreements reached with licensed personnel and classified personnel in the district. Those voting aye were Dr. Kemp, Mrs. Jorgenson-Jones, President Allen, and Mrs. Lambert. Voting nay was Mr. Brinkerhoff.

On a motion made by Mrs. Lambert and seconded by President Allen, the Board appointed Shannon Dulaney as superintendent for the Iron County School District for a two year term beginning July 1, 2019 and ending June 30, 2021. Those voting aye were Dr. Kemp, Mrs. Jorgenson-Jones, President Allen, and Mrs. Lambert. Voting nay was Mr. Brinkerhoff.

Superintendent Dulaney briefly described the Teacher Student Success Act and the requirements set by the state legislature in order for districts to receive the funds associated with the initiative. The Board was given the plans that were submitted by each school in Iron County School District prior to the meeting for review. The plans were also discussed in the study session.

On a motion made by Mrs. Lambert and seconded by Mrs. Jorgenson-Jones, the Board approved the Teacher Student Success Act plans for the 2019-2020 school year. The board members passed the motion unanimously.

On a motion made by President Allen and seconded by Mrs. Jorgenson-Jones, the Board approved the Early Literacy Plan for 2019-2020. The board members passed the motion unanimously.

The board meeting time was next made available for public input to address items not already listed on the published agenda.

Christopher Quick addressed the Board and read a statement prepared by the Voices group.

Andrea Nelson addressed the Board and inquired of the purchase of the building next to the district office in 2013.

Tamara Henderson addressed the Board with her concerns regarding the Cedar High School mascot transition.

Sheryl Stratton addressed the Board with her concerns regarding the Cedar High School mascot transition.

Lisa Davis addressed the Board with her concerns regarding the Cedar High School mascot transition.

The personnel policies were tabled for a first reading until further review by the Board.

The following policy was presented for a second reading:
ECAC (Responsible Use Policy for Technology Resources)

Dr. Kemp moved to approve policy ECAC (Responsible Use Policy for Technology Resources) and have it added to the policy handbook. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

At 5:00 p.m. the Board entered into the budget hearing. Mr. Peterson turned the time over to Cori Hyatt, the district Comptroller, to review the various tax rates. She explained that in order to qualify for the 1.4 million dollars in Teacher Student Success Act funds from the state, we are required to raise the Board Local Levy by .0001 from last year's Board Local Levy. Last year the Board Local Levy was set at .001016, so with the proposed increase the rate would be .001116. The Capital Local Levy certified tax rate is currently set at .000944. She explained that in 2017 the Board decided to keep the Capital Local Levy at its maximum rate of .00100, however; last year the Board allowed it to fall to .000978 because they were trying to pass a bond at the time and felt it was in the best interest of tax payers. The Board is now proposing to take that tax rate back up to .00100. She mentioned that since the Board has to go into a Truth in Taxation hearing to raise the Board Local Levy to receive the TSSA funds, it would be a good time to raise both the Capital Local Levy and the Voted Local Levy to their maximum rates. The Voted Local Levy would go from .00756 to .00800. She reported the bond payments this past year came in at .001824, and this is proposed to stay the same. She reported that there will be no changes to the Basic School Levy, which is the rate the state recommends and the district has no ability to change that number. The proposed tax rate with the increases would come in at .006448. She also gave the Board an example of what it would look like if the Board proposed to raise the levy's as discussed, but decrease the bond payments to .001588 to offset the increases. In that case, the total tax rate would come in at .006212 which is the same rate as the auditor's certified tax rate.

President Allen asked if the proposed increase would allow the Board the ability to work on securing entrances and adding video surveillance cameras in our schools? Mr. Peterson explained that increasing the Capital Levy back to .00100 would give the district a little extra money to work on safety and security in our schools.

Mr. Brinkerhoff moved to approve the proposed budget as presented on page two with the option to decrease debt service to offset increases. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

Dr. Kemp moved to amend the current year budget to reflect the actual numbers. Mrs. Lambert seconded the motion and the board members passed it unanimously.

President Allen adjourned the meeting at 5:22 p.m.


Board President


Business Administrator

