

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, November 26, 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; Roy Mathews, Steve Burton, Kevin Garrett, and Monica Torres were also present.

Kent Peterson was excused from the meeting.

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

Steve Burton offered the prayer.

Board Training

Dr. Kemp reviewed Chapter 3, *Policy* from the book *Key Guide to School Boards*.

President Allen distributed a survey for self reflection for the board evaluation this year. He reminded board members there are only a few days left to complete the Master Board Award requirements.

John Webster - Transportation Coordinator

President Allen welcomed John Webster to the meeting. John was hired as District Transportation Coordinator in September of this year. He introduced himself and gave the Board a brief history of his life and career. He informed the Board that one of the biggest challenges he faces is transforming diversity into a common vision and strategy. Bringing people together that wouldn't come together in natural circumstances. He thanked the Board for their support and invited them to visit the bus garage anytime.

Bond discussion

Superintendent Dulaney continued a previous discussion on the possibility of a future general obligation bond. She explained that after today's discussion the Board will have a better idea of the construction needs in the district. She pointed out that this information will be helpful as the Board plans to meet with Johnathan Ward from Zions Bank in December to discuss the financial side of the bond. Superintendent Dulaney introduced Hunter Shaheen to explain the construction management process. Hunter informed the Board that in the event the bond initiative passes they will need to decide which construction method they would like to pursue. In the past, the district has used a Construction Manager General Contractor (CMGC). He explained that the CMGC

method puts a general contractor under contract prior to construction and all liabilities are placed on the construction manager, not the district. The other method is a hard bid process. A hard bid is where the district hires an architect. The architect then prepares construction documents and publicly solicits bids for the work. Most districts in the state use a Construction Manager General Contractor method as it reduces liability to the district. The CGMC process allows the district the leverage to use local contractors if the bids are close to make sure the work stays local. Hard bidding limits the district when it comes to using local contractors as the architect will almost always take the lowest bid regardless of where the contractor is based. Hunter continued to review the pros and cons of each method and requested the Board make a decision on which method they would like to use so he can get a request for proposal ready and get a contractor in place, if and when, the Board decides to move forward with the additions at the two middle schools. The Board members were in agreement that they prefer to use the Construction Manager General Contractor method.

Vision 2050 support

Superintendent Dulaney led a discussion on the Cedar City Chamber of Commerce's 2050 Vision initiative. Last month, Chris McCormick, President of the Chamber, asked the Board to consider a \$10,000 investment in the initiative. Superintendent Dulaney indicated she met with Mr. McCormick after last month's board meeting to review the monetary and non-monetary benefits of that investment. She reviewed the following benefits with the Board.

- A seat on the Vision 2050 Steering Committee
- A seat at the table with various agencies, businesses, and other influential people in the community on an ongoing basis
- The Iron County School Board will be recognized on the Vision 2050 website and in the Vision 2050 booklet as a contributor
- ICSD will have their logo and a 75-word description in the Vision 2050 website & in the Vision booklet
- ICSD/ICSB will receive a 30 second video to talk about the Iron County School District: focusing on whatever area is chosen by the District
- Access to a consultant for one year to help with legislative efforts for funding (i.e. new schools, infrastructure, water, etc)
- A positive way to help the community focus on the important issues facing our schools/students/educators

The steering committee will consist of key government officials, local organization representatives, local non-profit organizations, business owners/managers, Iron County Arts Committee, and education. They will meet on a monthly basis to hear from each other about needs, challenges, and goals, and to find ways to help support each other's

projects. The primary function is to plan for the next 30 years (and beyond) by having an ongoing dialogue between these organizations. Overall, this is a positive way to help the community focus on the important issues facing our schools, students and educators. Mr. Brinkerhoff asked what the other entities are paying toward the initiative? Superintendent Dulaney directed Mr. Brinkerhoff to Chris McCormick for a list of contributors. Mrs. Lambert expressed that this is an opportunity the Board has to support the kids and make a difference in our community by working closely with other local entities. Mr. Brinkerhoff indicated he is not totally opposed to participate, but would like to know what the district's fair share is and he would like to know that it will not go toward any of the Chamber's other programs.

Christmas Bonus

President Allen reminded the Board that an approval of the Christmas bonus is not necessary as the budget, including the money set aside for a Christmas bonus, was approved in the summer. The Board went over the three previously discussed scenarios of distributing the money and the number of employees who would benefit or lose with each scenario. Dr. Kemp presented her proposal which would allow for all full time employees to receive the same amount, and all part-time employees to receive the same amount, with a \$200 minimum. She felt that this scenario shows all employees they are valuable. Mrs. Lambert expressed the desire to show appreciation to those teachers who have worked for the district for over 20 or 30 years. Dr. Kemp expressed her opinion that the Board shows those teachers they are appreciated every payday, that is why they are paid more. The Christmas bonus is a gift and we should value all of our employees equally. Mr. Brinkerhoff indicated that he has heard from people in the community who say giving district employees a bonus shows the district has too much money and it will make it that much harder to pass a bond. He indicated that he would rather not give a bonus at all and instead use the money to purchase building equipment. Mrs. Lambert expressed her opinion that she would much rather invest the money in district employees. After further discussion, the decision was made to continue with a 1% bonus with a minimum of \$200.

Dr. Kemp requested to have board member news and updates added to the agenda.

The Board reviewed the following proposed personnel policies: Employees Standards of Conduct, Sexual Harassment, and Report of Sexual Harassment.

The Board reviewed the following policies that are up for a second reading in the regular meeting: DB (Annual Budget), DBJ (Budget Implementation) and GBCC (ICSD Code of Conduct/Appropriate Behavior Policy)

At 3:28 p.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. The motion was seconded by Mrs. Lambert . 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, and Shannon Dulaney.

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

At 3:50 p.m. the Board attended the Data Fair.

At 5:00 p.m the Board began the regular board meeting in the Boardroom.

President Allen conducted the meeting.

Jessica Bulloch offered the prayer.

Sharon Coonen led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, October 22, 2019 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. Dr. Kemp seconded the motion and the board members passed it unanimously.

The Board recognized the Parowan High Girls Cross Country team for placing second in state competition. Coach Mike Robinson asked the team members to introduce themselves to the Board. He spoke about the accomplishments of the team this year

and informed the Board that runner Brooke Reed has the two fastest times ever at Parowan High School. The Board congratulated them on this great accomplishment.

The Board next recognized the Cedar High Boys Cross Country Team. They placed second in state competition this year. Coach Greg Harris introduced the team and spoke of their hard work and dedication throughout the season. Coach Harris also informed the Board that Bailey Oswald, one of the team members, placed second in state competition overall. The Board congratulated the team on their great accomplishments.

Steve Burton gave a brief presentation on district assessment data results for the 2018-2019 school year. He pointed out the data shows there has been great improvement in math, science and language arts. Science scores rose from 46% to 58% in the past five years. Language Arts went from 41% to 50%, and math went from 39% to 53%. This improvement shows the processes we have in place are working really well. We continue to see progress. Steve reviewed the data by grade level, beginning at 3rd grade, and all grade levels showed steady improvement in the past five years. He informed the Board that Parowan Elementary was named as one of two schools from the state of Utah to receive the National Distinguished ESEA Title I School award. They have been the highest performing Title I school in Utah for two consecutive years. Steve reviewed the average ACT scores from the past five years. The data shows our district is close to the state averages each year.

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

Christopher Heaton	Head Custodian	Iron Springs Elementary
David Young	Mechanic	Bus Garage
Dylan Matheson	F/T Custodian	Canyon View Middle
Annisa Samsi	Application Developer and Systems Admin.	District Office

Dr. Kemp 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:

Tarah Waite	½ Contract SpEd Teacher	Three Peaks Elementary
Adaire Baltzer	½ Contract SpEd Teacher	Enoch Elementary

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

Mrs. Lambert moved to approve the following individual for employment in the district for the 2019-2020 school year:

Kassie Mecham Johnson 6th Grade Teacher Cedar Middle

Mrs. Jorgenson-Jones 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.

Andrea Nelson addressed the Board and voiced her concern regarding Standards Based Grading. She reviewed information she has found on the negative effects of Standards Based Grading and informed the Board that she hasn't spoken to a single teacher who likes it. She expressed her opinion that Standards Based Grading is overwhelming for teachers, parents and students. She indicated it limits the desires for students to achieve and takes away the freedom from those in our community.

Stephanie Jones has three children in Iron County School District schools. She addressed the Board regarding her concerns with Standards Based Grading. She referred to an anonymous survey that was supposed to be sent to parents six weeks ago and wondered when it would be sent out. She spoke of the frustration her kids have had with Standards Based Grading in elementary, middle school and high school. She blamed Standards Based Grading for low teacher morale in the district.

President Allen asked Janette Stubbs to respond to the questions concerning Mastery Connect and Standards Based Grading. Janette explained the reason behind moving to MasteryConnect. She explained that when the district started the PLC process a few years ago, the only tool they had to keep track of student data was paper. Principals expressed their desire to find a tool that measured each student's progress, standard by standard. In their research it was found that MasteryConnect was the only tool that allowed teachers to look at data, student by student, standard by standard. She pointed out the survey to teachers and administrators was sent out on October 22nd, but it didn't produce a lot of feedback. There were only eight teachers who responded to the survey. It was decided at this time to hold a solutions retreat. Each school chose 5

teachers to represent their faculty and bring feedback from their fellow teachers. It allowed teachers to express their frustrations, questions and concerns. Those concerns were categorized and we worked together to come up with solutions. There were so many great solutions that came from this meeting that there will be a second one held on December 10th. The parent survey will be sent out after solutions are in place for some of the concerns. Community meetings will be held in January and the parent survey will be sent out after that. Janette offered to meet with Stephanie Jones after the meeting to discuss her concerns.

Jeff Corry addressed the Board and referred to a question he asked in a previous meeting. He asked how many veteran teachers of 15 years or more were involved in the decision to go to Standards Based Grading? Janette Stubbs offered to share the list of teachers who were involved in the process. Mr. Corry then spoke of a teacher and a parent he spoke with who are confused and struggling with MasteryConnect.

Brittany Parry indicated her son is thriving in school this year. She told the Board her daughter, who has always had good grades, now has to really try. She feels her kids are thriving and there are two sides to Standards Based Grading.

The 2020-2021 School Calendar was approved on a motion made by Mrs. Jorgenson-Jones. Seconded by Mrs. Lambert and the board members passed it unanimously.

Mrs. Lambert moved to approve the support for Vision 2050 initiative by the Chamber of Commerce. Mrs. Jorgenson Jones seconded the motion and the board members passed it unanimously.

The following policies were presented for a second reading: DB (Annual Budget), DBJ (Budget Implementation), and GBCC (ICSD Code of Conduct/Appropriate Behavior Policy)

Dr. Kemp moved to approve policy DB (Annual Budget) and have it added to the policy handbook. Mrs. Jorgenson Jones seconded the motion and the board members passed it unanimously.

Dr. Kemp moved to approve policy DBJ (Budget Implementation) and have it added to the policy handbook. President Allen seconded the motion and the board members passed it unanimously.

Dr. Kemp moved to approve policy GBCC (ICSD Code of Conduct/Appropriate Behavior Policy) and have it added to the policy handbook. Mrs. Lambert seconded the motion and the board members passed it unanimously.

President Allen moved to adjourn the meeting at 5:54 p.m. Mrs. Lambert seconded the motion.



Board President



Business Administrator