

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, October 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, and Michelle Jorgenson-Jones. Shannon Dulaney, Superintendent; Kent Peterson, Business Administrator; Roy Mathews, Steve Burton, Kevin Garrett, and Monica Torres were also present.

Mary Ann Kemp was excused from the meeting.

Others in attendance to discuss agenda items included Steve Schofield, Bylynda Murray, Denny Heaton, Cory Henwood, and Janette Stubbs.

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

Roy Mathews offered the prayer.

Dale Brinkerhoff joined the meeting at 1:08 p.m.

#### Board Training

Steve Burton and Michelle Jorgenson-Jones reviewed Chapter 2 from the book *Key Guide to School Boards*.

In last month's board meeting the Board discussed the 2020-2021 school calendar and elected to have a survey sent out to parents, staff and secondary students before approving the calendar. Mr. Mathews conducted the survey and reviewed the results with the Board. The survey indicated that the majority of people who participated in the survey were satisfied with the current year's calendar. It also indicated that the majority of people would like to start school a little later in August while still ending the first semester before Christmas break. This situation would cause the semesters to be unbalanced by possibly nine to ten days. Mr. Mathews introduced secondary principals Steve Schofield, Denny Heaton and Bylynda Murray to talk about the impact an unbalanced semester has on teachers who teach quarter classes or semester classes. Mrs. Murray explained that the unbalanced semesters are difficult for her College and Career Awareness teachers because they teach in quarters. It makes it difficult when one quarter is a week longer, or more, than previous quarters. Mr. Heaton explained the feedback he received from teachers in his school regarding unbalanced semesters. Teachers agree it has an impact on education and the response was not positive. Overall, unless there are compelling reasons to change the calendar they felt it should stay the same. Mr. Schofield stated the importance of consistency and unless there is a real reason for changing the calendar he suggested it stay the same. Based on

feedback from secondary principals in the district, Roy made the recommendation to keep the calendar the same to avoid the issue of unbalanced semesters or ending second quarter after Christmas. Mr. Mathews updated the Board on the numbers of single parent families in Iron County. There are 271 single male heads of households and 820 single female heads of households for a total of 1,091 single parent families. Superintendent Dulaney reminded the Board that this conversation comes from a previous discussion regarding school start times. She informed them that a current legislator is moving to have every district in the state at least consider moving in the direction of changing school start times. The change would require secondary schools to start a little later in the morning and elementary schools to start earlier.

Previous discussions have taken place regarding the possibility of an employee Christmas bonus for 2019. Mr. Peterson presented to the Board a comparison of last year's Christmas bonus numbers (1% of each employees salary with a \$200 minimum) with Dr. Kemp's proposal to the Board last month. She had proposed giving all full time employees the same amount, around \$474, and all part time employees one half of that amount with a \$200 minimum. When comparing the numbers, the total amount of Dr. Kemp's proposal came out to within \$10,000 of the cost of the 1% scenario. Mr. Peterson explained that with Dr. Kemp's proposal 847 employees would come out ahead compared to last year, and 720 employees would come out lower than they would with the 1% scenario. He presented another scenario that included a 1% bonus with a \$700 cap on the top end. This scenario would affect around 45 people in the district who would receive less than what they would with the 1% scenario. It would mostly affect principals, administrators, supervisors and around ten teachers in the district. President Allen expressed his support of this scenario. Mrs. Lambert agreed that she is comfortable with that scenario and while not speaking for Dr. Kemp it seems that that scenario may answer some of her concerns she brought to the Board last month. She explained the desire is to help new teachers while also honoring those who have been in the district for a long time. Mr. Peterson indicated he would be happy to run through other scenarios if the Board would like. Mr. Brinkerhoff inquired if the Christmas bonus was something the district has always provided? Mr. Peterson explained the Board has provided a Christmas bonus for the past 30 years or more with the exception of a couple of years here and there, granted the money is available. Mr. Brinkerhoff expressed his opinion that there are other places we could be spending the money and he can't wrap his head around supporting a bonus. President Allen expressed his opinion that our educators and staff are our greatest investment. Mr. Brinkerhoff explained that the increase on the salary schedule should show we are investing in our teachers and a bonus isn't necessary.

NSBA Conference 2020 will be held in Chicago, Illinois. The Board discussed the possibility of attending the conference. President Allen, Mr. Brinkerhoff and Mrs. Jorgenson-Jones indicated they would not be interested in attending this year, but would like to possibly attend the conference in 2021. The Board discussed the possibility of attending the conference at least every other year as it does provide very beneficial information. Mrs. Lambert expressed a desire to attend the conference. She will check her calendar and make a decision before registration opens on the 23rd of October.

Superintendent Dulaney informed the Board that the annual Data Fair that is normally held in conjunction with October's board meeting will be postponed until the November 26th board meeting due to the State being late in confirming the test data. Administrators have only had the data for two weeks and in order to provide a valuable experience for our schools and community members we have decided to postpone the fair. This will give the schools more time to prepare their presentations.

Mr. Peterson began a discussion on the possibility of a future general obligation bond. He explained that the key piece in moving forward is to first decide on an amount that the Board would like to present to voters. Two critical areas the Board will need to look at when considering an amount are additions to the middle schools and safety updates in various schools in the district. Mr. Peterson indicated he has a meeting scheduled with the architect on Friday to get an idea of what the cost might entail. He explained the difficult part will be safety updates in the buildings and how much needs to be done. He suggested involving the district's bond consultant, Johnathan Ward, once the Board settles on an amount so he can put together ideas on how the new bond would fit into the current bond schedule without initiating a tax increase. Mrs. Jorgenson-Jones asked if there was a possibility to do this without having a tax increase. Mr. Peterson indicated that assuming the bond passes, it can be feathered into our existing payment schedule so there is no fluctuation. Mr. Brinkerhoff inquired about the cost of the upgrades and additions. Mr. Peterson indicated the cost would be around \$25-30 million. Mrs. Jorgenson-Jones asked about the student growth rate this year. According to last year's October 1st count we are up 153 students this year. Mr. Peterson explained that the middle schools in particular are extremely crowded. A portable was built at Cedar Middle School this summer and was paid for out of the capital budget. Mrs. Murray explained that every single classroom at Cedar Middle School, including the stage and the new portable, is full. She has looked at the next year's 6th grade numbers and predicts they will have to hire a new 6th grade teacher and there just isn't anywhere to put another classroom. The proposed addition would add a new music room and additional classrooms and also allow for classrooms to be created from the

current music room. Mr. Peterson agreed to bring a plan with proposed dates to the November board meeting.

Cory Henwood and Janette Stubbs updated the Board on the progress of Standards Based Grading in the district. Cory reported that he, Janette and Kyle Johnson have met with many teachers, parents and parent groups addressing their concerns and explaining the plans and the vision of Standards Based Grading and Mastery Connect. The team, consisting of Cory Henwood, Janette Stubbs and Kyle Johnson, created and put out a document explaining the misconceptions and answering some of the questions that have come up. Many parents have had concerns with the reporting tools and how to find their child's grades without having to look at both Mastery Connect and PowerSchool. The goal is to streamline the reporting tools so parents can check grades in one easy step. To accommodate this goal, teachers will only report grades to Mastery Connect beginning in the 2020-2021 school year. Powerschool will still be in effect for attendance and other state reporting purposes, but grades will only be streamlined to Mastery Connect. Janette indicated that there will be a student/teacher survey sent out asking students and teachers what they like and what can be done to make things better. Principals have been asked to schedule and hold community meetings where issues can be addressed. The goal is to keep educating parents through this process. President Allen commented on the positive experience he has had with teachers at the middle school. He has been so impressed with their willingness to help every child master the standards and support the parents in this transition in any way they can. Superintendent Dulaney mentioned that it is critical to attend to our teachers and keep morale up as they navigate this process. They have given extra time and much effort to this task. Cory invited the Board to meet with him, Janette or Kyle anytime they have concerns.

President Allen informed the Board that there was a request from a community member to post the names of past board presidents on the Board website. The Board agreed that having the current information on the website is most important and that it would suffice to start with the current board president and move forward hereafter.

The Board reviewed the following proposed personnel policies: Bus Driver Schedules and Pay; Employee Licensure; Employment Objectives: Scope of Employment; and Employee Standards of Conduct: Assignment. Mrs. Jorgenson-Jones suggested having John Webster, the new transportation director, review the Bus Driver Schedules and Pay policy. Mr. Peterson will ask Mr. Webster to attend the next board meeting to introduce himself and give input on the policy.

Dallin Staheli, general manager of Staheli West, presented a PowerPoint and explained the plan for an upgraded ice rink facility to be named the Pavilion Ice Rink. He also explained the history of the current ice rink known as "The Glacier". The upgraded facility would include a roof, a regulation size rink with spectator seating, indoor lobby with concessions, restrooms, locker rooms and changing areas. In the summer months the ice rink would convert to a concrete surface and would provide a space for roller skating and other sports including volleyball, dodgeball, and pickleball. The city has approved a funding request of nearly half of the \$5.7 million for this project. The plan is, through fundraising efforts, to have the project fully funded some time next year. He asked the Board to write a letter of support as he moves forward with fundraising efforts. President Allen, Mrs. Lambert and Mr. Brinkerhoff gave their support. Mrs. Jorgenson-Jones will contact Dallin after board meeting with questions.

Chris McCormick, President/CEO of the Cedar City Chamber of Commerce, presented the Vision 2050 initiative. He explained the purpose of the initiative is to bring many stakeholders and community members together to develop ways the community can assist our youth as they plan and prepare for their future in the next 30 years. Many community focus groups have been formed that include the following: transportation, land use/housing, infrastructure, public safety, health care, arts, entertainment & tourism, education, community character, parks and recreation, and economic development. Chris reported that the one thing that has been brought up continually in every focus group is the concern that our kids aren't able to stay here in Iron County to raise their families with a decent income. The question is, what skill sets do our kids need and what can we do to attract, or build, companies in Iron County that will help create jobs so our kids feel like they have an option to stay here to raise their families? He asked the Board to consider participating as a gold sponsor by donating \$10,000. This money will be used for a number of things such as helping pay for consultants and a community survey. The community survey will go out the first of November. There are a number of questions geared to give insight to what the community is thinking regarding education, among other things. The results should be available by the beginning of 2020 and will be shared with the district. He reported that SUU and Southwest Tech are on board and have contributed to the initiative. He distributed a summary of the initiative for the Board to review. Mr. Mathews asked if this initiative encompasses all of Iron County or just Cedar City? Chris reported that every community in Iron County was invited to participate. Parowan, Cedar City and Enoch are all participating.

At 3:24 p.m. 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. Jorgenson-Jones. By voice vote the board members voted as follows:

Dale Brinkerhoff - Aye  
Michelle Jorgenson-Jones - Yes  
Michelle Lambert - Yes  
Stephen Allen - Yes

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

At 3:45 p.m. Mrs. Jorgenson-Jones 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.

Jim Lunt offered the prayer.

Jack Parson led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, September 24, 2019 were approved on a motion made by Mrs. Jorgenson-Jones, seconded by Mrs. Lambert and passed unanimously by the board members.

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

South Elementary Principal Jerry Oldroyd presented the first grade teachers from the 2018-2019 school year with the Team of the Year award. Members of the team include Brooke Bali, Brent Blodgett, and Quinten Robb. Mr. Oldroyd praised the team for regularly providing a valuable foundation for their students. The Board thanked them for their dedicated service to the students at South Elementary.

South Elementary Reading Specialist Linda Marriott presented Jim Lunt with the Volunteer of the Year award. Jim donates time every week to the students at South

Elementary and he encouraged the Board to utilize those in the community who are retired. The Board expressed their appreciation to Jim for his dedicated service and commitment to the students at South Elementary.

Principal Oldroyd presented the school report for South Elementary School. He introduced a group of students from the Beverly Taylor Sorenson Arts program to perform a song led by their teacher Mrs. Baker. Mr. Oldroyd highlighted the school's Positive Behavior Interventions and Supports (PBIS). The school objective is to foster school spirit and school pride so that students will be motivated to be safe, kind and responsible citizens. Teachers motivate students by acknowledging those in their classrooms who exhibit safe, kind and responsible behaviors. One student a month is chosen through a drawing for a prize. Mr. Oldroyd reported there have been positive changes in his school since implementing this program.

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

Sarah Reese          7th Grade Reading/Utah Studies          Cedar Middle School

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

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

Alexandra Fruchey ½ Contract Special Education Teacher   North Elementary

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.

Gena Nelson addressed the Board regarding the school calendar. She thanked the Board for the survey that was sent out regarding the calendar, but feels there was one issue not addressed. She indicated she has spoken to many parents who would prefer to have Fridays off instead of Mondays whenever possible. She explained it is easier for parents to get work off on Fridays and it allows families two full days to plan something

since a large majority of people in our community attend religious services on Sundays and have to be back in town for church.

Dallas Lowry addressed the Board and expressed his excitement to the Board regarding Mastery Connect. He has been piloting Mastery Connect in his Math I classes and spoke about the successes he has had in his classroom. He explained that if students don't pass a standard they are taught the standard again and given the chance to pass it. The students who pass a standard move on to higher tasks. This process teaches the kids to be proficient. His experience working together with the other teachers in the Math I department has been awesome as they work together through this process.

Alex Byers, choir teacher at Canyon View High School, spoke to the Board and thanked them for the difficult issues they have tackled. He spoke about the difference in his relationships with his students since implementing Standards Based Grading. His students now know he cares about them because he has to connect with them on an individual level. Students are coming to him to improve and that has never happened before. The most important thing we can do as teachers is to let students know we care about them. He thanked the board for their Wisdom and foresight in implementing Standards Based Grading.

Michael Clark addressed the Board and spoke about his experience with Standards Based Grading. He is a retired teacher of 30 years from California. In his experience students do not do their best because they know they can retake tests, etc. It is a very time consuming process. It is hard for the teachers to move on to new material because they are reteaching and reassessing. There is a lack of motivation on the students part because they know passing a standard is ok and they don't go beyond. He questioned what does mastery look like and how does it translate to other schools in the state and throughout the United States? In his experience Standards Based Grading leads to the development of study packets as a way of remediation where there is no teacher interaction. A lot of times there was no advancement. He questioned why the district would turn to standards Based Grading when it has failed in so many states.

Mary Cozzens addressed the Board regarding Mastery Connect and Standards Based Grading. She explained that Mastery Connect has impacted her daughter in middle school greatly. They have hired a tutor for her because she has fallen so far behind in math. She explained that she has met with every teacher, with Janette Stubbs and Superintendent Dulaney. She suggested the Board conduct a teacher survey and then truthfully listen to what the teachers are saying. She feels Standards Based Grading



takes the creativity away from the teacher and some students need that creativity to learn. Not all students are good test takers. She urged the Board to look at the good and the bad and make adjustments where needed. She suggested getting honest feedback from both students and teachers because students are giving up. She thanked her daughter's teachers for listening to all of her concerns and for going to bat for her daughter. We need to teach our children to be creative, inventive, respectful and responsible.

Ann Clark addressed the Board and explained her concern for her grandkids who attend Cedar Middle School. She feels that Standards Based Grading is creating kids to become snowflakes. Her grandkids feel there is no need to do homework because it doesn't count toward their grade anyway. Students who are good testers will just blow through school, but kids who struggle will just give up. This system leaves kids out. She urged the Board to look at other districts in the country who have adopted Standards Based Grading before getting any deeper.

Heidi Miller spoke to the Board about Standards Based Grading. She stated that parent involvement is key to a student's success, but not every student has that support at home. She indicated she has spent hours on Mastery Connect to try and interpret it and wonders what happens with the students whose parents aren't available or don't have time to help their child keep up with grades? She has had many conversations with her son's teachers and Cory Henwood, but she is still unclear as to what to work on with her son. She is trying to encourage her son to improve himself, but it is very difficult because she doesn't know where to start. She explained that from a parent's point of view this process can't be more time consuming, and there needs to be more resources available at reasonable hours.

Robyn Brown and Tonya Fails, teachers at North Elementary, addressed the Board and indicated Mastery Connect was the key to fixing some of the problems they have faced in their professional learning teams. It provides better data driven decision making for teachers. Because teachers have the data, through pre-tests, etc, they are able to teach the standards the students are struggling with rather than spend the time teaching them everything. They gave examples of student successes in their classrooms.

Amber Overson and Lauralyn Anderson, teachers at Canyon View Middle School, explained to the Board what has changed in their classrooms because of Standards Based Grading. They have been able to more clearly define their expectations of what they want students to learn. Students spend more time practicing skills rather than

meeting a time requirement. Parents are more involved in helping their students become successful.

Sheryl Stratton addressed the Board and agreed that Mastery Connect and Standards Based Grading is good for elementary students, but not for secondary students. You don't get to take tests over in real life. As an employer, if an employee doesn't show up on time or they don't learn a new program or are insufficient in their ability to do what they were hired to do, they are fired. She feels students are not being held accountable and they are not being taught self discipline.

Erick Blackham addressed the Board regarding Standards Based Grading. He compared homework to practicing for a track meet. How the students placed in the meet was determined by how well they practiced. Students should be using homework as a way to practice for the tests just like they would practice for a track meet. He agrees there are things that need to be worked on and that parent support is crucial, but overall, he believes in the standards based approach for learning.

Nicole Kereszt, math teacher at Canyon View Middle School, spoke to the Board regarding Standards Based Grading. She indicated that this year she has seen growth in her students that she hasn't seen before. She has students in her classroom asking for ways they can improve their scores which didn't happen before Standards Based Grading. She reported that students who aren't great test takers are improving through reteaching and retesting.

Jeff Corry addressed the Board regarding his issue with the district quickly jumping into programs such as block schedule, late start Wednesdays, intervention time, and now Standards Based Grading. He encouraged the Board to study things out and not jump in so quick.

Superintendent Dulaney addressed those in attendance and expressed her appreciation to those who have reached out with questions and concerns. She reported that the main concern when making decisions in the district is: are we truly meeting the needs of every student? That question is always central to everything that we do. She indicated that Standards Based Grading has been in our policy since 2018 and many districts in the state are moving in that direction. The questions now are how can we meet the needs of every student and what further training do we need to provide our teachers and parents for better understanding? She reported the survey for teachers and students went out today. Cory Henwood added that they have taken a substantial look at other implementations that have been done throughout the United States. Some of

the key fallbacks they have seen include: diminished student responsibility and test retakes being offered endlessly and without a time frame. These things have been adjusted in our district's implementation. Responsibility is a component that can be created through homework and other areas of responsibilities. The retake policy is set by the teachers but it's not an endless amount of retakes and requires evidence of studying and learning prior to retakes. He invited parents to visit with him after the meeting. Janette Stubbs added that this is a pilot program. She spoke of the importance of giving students specific skills before they move on to college. She encouraged parents to reach out to her with problems or concerns they may have. Cory reported there are opportunities for parents to learn more through community meetings held at the schools. Principals will be scheduling these meetings throughout the next few weeks. It was asked of President Allen what he believes the colleges think of Standards Based Grading. While not being able to speak for all Universities, he reported that one concern is students being able to persist when challenges arise. Another concern is students having a strong foundation in their education. Mrs. Lambert added that she had a conversation with a staff member from the Utah Office of the Commissioner of Higher Education and a major concern they have right now is the gap between being a high school graduate and being college ready. It's hard to accurately assess what students actually know when their grades are largely based on effort rather than what they know.

The Board discussed the 2020-2021 Calendar. Mr. Mathews reviewed the results from the parent survey that was sent out. The calendar will be brought back next month for approval.

The following policies were presented for a first reading: DB (Annual Budget) and DBJ (Budget Implementation).

Mrs. Jorgenson Jones moved to adjourn the meeting at 5:32 p.m. Mrs. Lambert seconded the motion.



Board President



Business Administrator

