

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, September 24, 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, 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 1:30 p.m.

Dale Brinkerhoff offered the prayer.

The Board discussed the 2020-2021 school calendar. Last month in the public input portion of the meeting the Board heard requests from parents to start school later in August and end school later in May or early June. Mr. Mathews distributed a copy of calendars from various districts around the state. The Board reviewed the calendars and discussed options for Iron County School District. President Allen suggested sending a survey to parents and educators to get a feel for what they would like to see in the 2020-2021 calendar. Mr. Brinkerhoff suggested sending the survey to secondary students as well as parents. Mrs. Lambert suggested the survey be short and allow parents to rank their priorities. Mr. Mathews explained that there are sacrifices to simply starting later and ending later. We are required by law to hold school 180 days in the school year. Right now our two semesters are balanced with 89 days in the first two quarters and 91 days in the last two quarters. Starting later in August and ending before Memorial Day could require either a sacrifice of the number of days off for spring break or could possibly create a situation where there are more days in the second semester than the first. Dr. Kemp suggested adding the question about a shorter spring break in order to make the later start and end dates work. President Allen asked Jeff Corry, a retired teacher in attendance, his opinion on the calendar. Jeff explained that having an uneven number of days in the second semester creates an issue for all teachers who teach semester classes. The students taking semester classes in the spring will receive more instruction time than those in the fall. Mr. Mathews will complete the survey and send it to the Board for review before sending it out to parents through Remind. The Board will review the survey data before they approve the calendar in the next board meeting.

The Board discussed school start times. Dr. Kemp explained that when she was teaching at Parowan Elementary they made the start time earlier due to the fact so many children were coming from households where both parents worked and they

would get dropped off at school an hour to an hour and a half early. President Allen indicated he had received an email from a parent who inquired about changing the school start times. Superintendent Dulaney informed the Board she has reached out to Juab School District Superintendent Rick Robbins, who formed a committee that has been researching school start times the past three years, and they still don't have an answer as to what is the most beneficial start time for students. It is a complicated issue. She informed the Board that she would be happy to move forward with the conversation if the Board would like to pursue this option. Dr. Kemp expressed it would be good to know the demographics of our area including how many families have both parents working outside the home. Superintendent Dulaney agreed this would be an important piece of data to have should the Board pursue this request. Mrs. Lambert inquired about the committee and who would be involved? Superintendent Dulaney explained it would be similar to the boundary committee that was formed two years ago which included parents, teachers, transportation department employees, nutrition department employees, and activities directors. Mr. Peterson explained that as far as transportation goes, the bus routes would run the same as they do on early out and late start days. President Allen asked the Board if this is something they would like to pursue and to keep in mind, it would take a lot of time and research. Mr. Brinkerhoff suggested the Board also revisit early out and late start. He indicated he has had people reach out to him requesting the district change early out and late start to Friday instead of Wednesday. Mr. Peterson explained that when early out was implemented, teachers requested having the early out on Wednesday as they were worried about attendance on Fridays dropping. The conversation about start times will be on hold while more research is done. Mr. Brinkerhoff agreed to get local demographic information from Workforce Services to indicate how many households have both parents working, etc. This topic will be discussed again in the study session next month.

Mr. Mathews updated the Board on school safety. He informed the Board that he recently met and presented on school safety, as far as reunification is concerned, to key members in the county involved in school safety. Those in attendance included fire chiefs and chiefs of police. There is a meeting planned on October 9th to meet with all of the chiefs of police in Iron County to start on the process of what the first steps are in training and understanding reunification in different scenarios. He informed the Board that all of our schools currently have a reunification plan, but to practice each scenario is hard and some of the trainings are intense. Superintendent Dulaney expressed the importance of having a plan that includes law enforcement in the case we need to reunify students with parents in a difficult situation. Mr. Mathews will keep the Board updated on the progress. Mr. Brinkerhoff asked if they are dealing with inside and outside security as separate issues? Mr. Mathews explained that all of our schools are

solid on what a level I, II, and III look like inside the building. Procedurally, that is standard across the district. Safe routes are mapped out for each school to help kids understand the route they should take to and from school as well.

Dr. Kemp distributed a proposal she wrote should the district pay a Christmas bonus this year. In previous years, when funds were available, employees were given a Christmas bonus, which was 1% of their salary with a minimum bonus of \$200 per employee. Dr. Kemp proposed using the same total amount of funds as the previous year, but instead of giving 1% of their salary, divide the money into two categories- one for full-time employees, and one for part-time employees. She proposed that all full time employees receive the same amount, and all part time employees receive the same amount. Part time employees would receive one half the amount of full time employees. Dr. Kemp explained the bonus is a gift and it would be better to keep it more equivalent and help those early in their career a little more. Mr. Brinkerhoff expressed his concern that we are overly generous with taxpayer money. Dr. Kemp asked if he was proposing to eliminate the Christmas bonus? He explained that he has a problem with the cost of the bonus, but agreed that giving an equal amount instead of a percentage makes more sense. Dr. Kemp explained that teacher morale is low and the Board needs to show them they appreciate their work. Mrs. Lambert expressed her desire as a board member to support and show appreciation to teachers because they are our best and most important asset and if the funds are available they should be invested back into our teachers. We need to show our teachers that they are important to us and to our kids. President Allen mentioned the bonus does help morale and communicates we appreciate our teachers. Dr. Kemp requested adding the item for approval in the next board meeting.

Cory Henwood presented a Powerpoint and educated the Board on Standards Based Grading. He informed the Board of the implementation timeline. In the winter of 2018 the decision was made to implement the program. Teachers, who were interested in piloting the program this fall, were trained in the spring of 2019. The intent is to continue training throughout the year and have the program implemented district wide by fall 2020. He reviewed the following three main motivators, backed by educational research, behind implementing standards based grading:

- students will have an increased confidence in their work so that they're motivated to grow.
- students will have increased clarity, they will have a clear idea of what is expected of them.
- more accuracy in indicating what students know and what they don't know.

Standards Based Grading points the grade back to the learning. Grades will be given according to the standards a student passes, or doesn't pass. This is an advantage for parents and teachers as it will be very clear which standards the student has met and which standards they need more work on. The focus is on learning the skills and the standards and not so much the assignments and projects. He reviewed Mastery Connect and showed the Board how parents will navigate the program. He informed the Board there are training videos available for parents to watch as they have questions. Schools have also held parent nights for those who would like more information. President Allen asked if Mastery Connect will eventually replace Powerschool? The intent is to have Mastery Connect replace PowerSchool as far as grading is concerned, in the 2020-2021 school year. PowerSchool will still be used as the district's student information system managing attendance, etc. Mr. Brinkerhoff asked Superintendent Dulaney if she has contacted the teachers who have reached out with concerns about Mastery Connect. She reported she has had two teachers contact her and she has spoken to both of them and invited them to meet with her. One teacher came in and the other chose to just correspond through email. She invited the Board to attend the parent meetings to hear the questions and responses as issues are worked through. Mr. Brinkerhoff asked if the program was being implemented in Canyon View and Parowan High Schools this year. Cory reported that it is being implemented in small groups at Cedar High School, Canyon View High School and Parowan High School. Cory reported he has had some questions regarding how GPA will be impacted. The only change is letter grades will be based on the number of standards met. There are teachers who are piloting considerations to give additional credit to those who are achieving the master level. Mr. Brinkerhoff asked if standards based grading is being implemented in middle school this year? Cory reported that the middle schools and elementary schools are also piloting this year. There are four elementary schools participating, North, East, Fiddlers, and Parowan. Canyon View Middle School is piloting as a whole school this year as well as Southwest Education Academy.

Dr. Kemp led a review of the following personnel policies: Contract & Non-Contract Employment: No Implied Contract Rights; Contract & Non-Contract Employment: Provisional/Continuing/Probationary Contracts; and Bullying, Cyber-bullying, Hazing, Retaliation and Abusive Conduct. The policies will be on the agenda for a first reading in October. Dr. Kemp then reviewed the policies up for first and second reading in the regular meeting. She requested removing the section in policy GBCC (ICSD Code of Conduct/Appropriate Behavior Policy) that refers to discrimination against a student on the basis of sex, religion, national origin, gender identity, sexual orientation, or any other prohibited class and replacing it with the definition of nondiscrimination in policy AC

(Nondiscrimination). Changes will be made and it will be brought back in October for a second reading. Policy BD will also be brought back in October for a second reading.

At 3:27 p.m. Mrs. Lambert moved to have the Board enter into a closed meeting to discuss the character, professional competence, or physical or mental health of one or more individuals employed in the district. This meeting is being held in room D at the Iron County School District offices. 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 3:37 p.m. Mrs. Jorgenson-Jones moved to have the Board end the closed session. Mrs. Lambert seconded the motion and the board members passed it unanimously.

At 3:37 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.

Jill Schill offered the prayer.

Tiffany Hilliard led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, August 27, 2019 were approved on a motion made by Dr. Kemp, seconded by Mrs. Jorgenson-Jones 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.

Escalante Valley Principal Allison Drake presented Pat Tucker, secretary at Escalante Valley Elementary, with the Employee of the Year award. Principal Drake praised her for far exceeding her role as secretary. She is super organized and one of the hardest working people out there. She always puts the students first and even drove 20 minutes out of her way once to be sure four students got off the bus safely at their home.

Principal Drake next presented Tiffany Hilliard with the Volunteer of the Year award. She is not only the PTA President at Escalante Valley this year, but she is also employed at the school as the lunch manager. She is a great asset to the school and Escalante Valley Elementary is very fortunate to have her as both an employee and a volunteer.

Principal Drake presented the school report for Escalante Valley Elementary School. She shared a powerpoint describing the various programs at their school. Escalante Valley is both a rural school and Title I school. 86% of Escalante Valley students are economically disadvantaged and 31% are English Language Learners. She described the PLC process, team meetings, and interventions & extensions. 100% of students receive interventions and or extensions to support their learning and growth. She reviewed Mustang STRONG- the school's Positive Behavior Interventions System (PBIS). STRONG stands for: Self control, Team player, Respectful, Optimistic, Noble, and Grateful. Students are given Mustang STRONG cards when they exhibit good behavior relating to one of the STRONG values. A child from each class, who has demonstrated one of the values, is spotlighted each month in an assembly.

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

Scott Kamachi	Social Science Teacher	Cedar High School
Jenna Ayers	Student Success Teacher/Coordinator	Cedar High School

President Allen 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:

Bethaney Keate

½ Contract SpEd Teacher

Iron Springs Elementary

Dr. Kemp seconded the motion and the board members passed it unanimously.

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

John Webster

Transportation Supervisor

Bus Garage

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 those who wish to address the Board only speak on topics that they haven't spoke on already. He also reminded those in attendance that this is not the place to discuss issues with personnel. Issues with personnel should be taken to either Superintendent Dulaney or himself.

Stephanie Hill addressed the Board and expressed her concerns about the special education department at Cedar High School. She and her son recently relocated to Cedar City from Las Vegas. She is concerned because she feels there hasn't been adequate communication from Cedar High School regarding her son, including the teacher managing her son's file. She has emailed the teacher and principal about her son's IEP and no one has responded. Mr. Garrett, Special Programs Director, will visit with the SpEd teacher and then meet with Stephanie. Mr. Brinkerhoff requested Mr. Garrett report to the Board a follow-up on her requests.

Jeff Corry addressed the Board regarding the discussion of secondary students starting school later in the morning. His concern is for students who are involved in extracurricular activities. Those students will miss more instruction time in the classroom because they leave school early to attend their activities. He also addressed late start Wednesday, intervention time in the district, and Standards Based Grading. He urged the Board to please just let the teachers teach.

Eric Leavitt addressed the Board and expressed his concern and disrespect for those in the community who have vilified and dehumanized members of the school board and district administration after the decision was made to retire the Cedar High mascot. He expressed his shock and sadness as he has read on social media the comments toward

the Board and administration. He urged the public to not only stop these actions, but to not sit idly by while those who engage in this behavior continue.

Brittany Parry spoke to the Board. She expressed her concern with the group of adults who are on school property distributing Redmen propaganda at every special event at Cedar High School. As a member of the PTA she has had parents calling her to find out if this is allowed because their kids don't feel safe on school property when these people are there. She indicated she doesn't feel safe sending her daughter to school knowing there will be strangers there handing out their liberal agenda and it should not be allowed. The students don't deserve this and they should be able to move forward without dealing with adults in this manner. She requested a safety zone around the school to keep the students safe from the people protesting the mascot transition.

Andrea Nelson addressed the Board and requested the date of Kent Peterson's last day of employment and requested the public be informed of the details of his job posting. She spoke of her experience and interactions with students while handing out Redmen gear at Cedar High events and claimed the students are in favor of her being there. She claimed that the new banners in the parking lot and the purchase of t-shirts for students isn't working to build student unity. She then indicated the school should have done those things several years ago in an effort to build student unity and show kids how to not succumb to social media. She requested a copy of the statement she read be added to the minutes as well as the statement she read in August be added to those minutes as well.

Lisa Davis addressed the Board and inquired about the cost of the gym floor at Cedar High School. President Allen indicated this is a time set aside for public input and all questions will be answered after the input is heard. She then asked the Board what political correctness means? She continued to read a statement indicating the "political correctness police" are actively seeking out and creating racism where it does not exist. Racism exists but not in the halls of Cedar High School or in the hearts of the people in the community who support the REDMEN name. She claimed there is nothing for the public to see regarding the cost of the mascot transition and that is dishonest and manipulative.

Natalie Beachum addressed the Board and asked the public to set the mascot transition aside and let the kids move on as Cedar Reds and be proud of who they are. It's not the name that makes the school, it's the students who fill the hallways. She thanked the Board and gave them her support.

President Allen thanked those who gave input and opened the floor for the Board to address questions that were asked. Mrs. Lambert addressed Lisa Davis's comment regarding the cost of the mascot transition and informed her the Board received a report on funds and the projects that have gone on with the mascot transition and the report is detailed in the minutes of that work session for the public to see. President Allen reiterated information included in that report. The cost has been substantially less than anticipated as many items have been donated. Mr. Peterson address the question as to how much it cost to refinish the gym floor, the cost was \$27,488.00. All cost outlays are being tracked by Mr. Lewis at the high school. Mr. Peterson indicated that all bids are handled through BidSync and he invited anyone who would like to come and review those bids to come to the district office where they are filed. Mrs. Lambert indicated Mr. Brinkerhoff is helping keep track of items taken down and stored at Cedar High.

President Allen moved to approve the Iron County School Board Handbook. Dr. Kemp seconded the motion and the board members passed it unanimously.

The Board briefly discussed the school calendar for 2020-2021. President Allen indicated he has heard from parents who would like to see the first term start later in August. The Board has asked Mr. Mathews to create and send out a survey to parents regarding the 2020-2021 calendar. The Board will review the data from the parent survey that is to be sent out in the next couple weeks at their next meeting before approving the calendar.

John Tripp, Executive Director of SUCCESS Academy, gave an overview of SUCCESS Academy. Their Trustland plans have been approved by the State, but need school board approval as well. He introduced Brian Reid, principal at the SUU campus, and Ben Kaufman, principal at the Dixie campus, to present the Trustland plans for both schools. Mr. Kaufman explained that the Dixie campus is focusing on ATC scores and scholarships this year. They plan to hire a scholarship coach which will cost \$19,000 and an ACT coach which will cost \$12,000. Brian Reid presented the Trustland plan for SUU SUCCESS Academy. They are also hiring an ACT prep coach and an academic coach to follow students who are below the benchmark. Mrs. Lambert moved to approve the plans for both Dixie SUCCESS Academy and SUU SUCCESS Academy. Mrs. Jorgenson-Jones seconded the motion and the board members passed it unanimously.

Mr. Mathews presented the amendment to the Cedar High School Trustland plans. They are reallocating money to cover support services and tutoring services. Mrs.

Lambert moved to approve the amendment to the Cedar High School Trustland Plans. Dr. Kemp seconded the motion and the board members passed it unanimously.

The following policy was presented for a first reading: DB (Annual Budget).

Revisions will be made to policies BD (Board Meetings), BD-E (Public Comment Request to Address the Board), and GBCC (ICSD Code of Conduct/Appropriate Behavior Policy) and they will be brought back for a second reading next month.

At 5:13 p.m. Mrs. Jorgenson-Jones moved to adjourn the meeting. Mrs. Lambert seconded the motion.



Board President



Business Administrator