

MINUTES OF THE WORK MEETING held Tuesday, April 20, 2021 at 4:30 p.m. in the boardroom in the district office building.

**This meeting will be available for public remote participation at the following link:**  
**<https://www.youtube.com/channel/UCSydTBPJWn38IQFBvPq8TOW>**

At 4:30 p.m. President Lambert began the meeting.

The following Board Members were present to begin the meeting: Michelle Lambert, Dale Brinkerhoff, Ben Johnson, Dave Staheli, and Jeff Corry. Shannon Dulaney, Superintendent; Kevin Garrett, Steve Burton, Roy Mathews, and Monica Torres were also present. Todd Hess, Business Administrator was excused from the meeting.

Steve Buron offered the prayer.

Superintendent Dulaney led the Pledge of Allegiance.

### **Board Training**

President Lambert reviewed chapter three, Policy, from the book, *The Key Work of School Boards Guidebook*.

### **State Health Order Clarification**

Mr. Staheli indicated there have been concerns from parents about the inability to get mask exemptions for their children. He read a statement regarding the state ordered mask mandate. He proposed a directive to accept and honor a parental guardian directive to exempt their student from wearing a face mask due to a mental health condition, or intellectual or developmental disability that prevents the individual from wearing a face mask. Medical conditions would still require a note from a doctor. Administrators would be required to affirm a receipt of any face mask exemption document, and notify teachers of the exemptions. Mrs. Lambert said she was under the impression that students with mental health conditions were already exempt from wearing a mask. She pointed out the Board will need to take action to approve this because it is a change in practice. She recommended bringing it to the regular meeting next week for approval. Mr. Brinkerhoff agreed. Mr. Staheli indicated he has written a few statements he plans to present next week at the regular meeting. Mr. Johnson emphasized the fact that the district has done what it has been asked to do. If people are mad they need to direct their anger toward the Board or the Governor, not the district administrators. The district has not overstepped in any way. He expressed his desire to make sure frustrations are placed in the right direction. He thanked district leadership and teachers. Superintendent Dulaney thanked Mr. Johnson for the recognition. She pointed out the challenge in finding middle ground between students, employees and parents especially when we have directions coming from many different places. She expressed her appreciation to her administrative staff and the administrative professionals in the front office. She said we need to remember our employees and remember the decisions we make affect them tremendously. Milton McLelland, an audience member and mental health professional, thanked the teachers in the district for the amazing job they've done this year. He expressed his appreciation for the Board taking up this issue again. He strongly encouraged the Board vote to approve this directive.

### **2021 Graduation Assignments**

Mr. Mathews informed the Board that Cedar High School and Canyon View High School plan to hold traditional graduation ceremonies on Monday, May 24th at the Southern Utah University football stadium. Canyon View's ceremony will be held at 1:00 p.m. and Cedar High's will be held at 5:00 p.m. There will be no parade this year for Cedar High and Canyon View High. Parowan High School will hold their graduation ceremony at 5:00 p.m. at Parowan High School. They are also planning a reverse parade at 7:00 p.m. Assignments for the high school graduations were made as follows:

Canyon View High School- all board members

Parowan High School- Mr. Brinkerhoff and Mr. Johnson

Cedar High School- President Lambert, Mr. Corry and Mr. Staheli

Mr. Mathews will email the Board with further details.

### **Superintendent Search Process**

President Lambert informed the Board the superintendent job is posted and USBA is collecting applications. The job posting will close next week. She indicated she has spoken to Richard Stowell at USBA and he suggested putting together a review committee. This has been the process that is utilized throughout the state and proves to be the best practice. The applications will be made available at the district office and the committee members can come in at their own discretion and review the applications. Richard provided a sample rubric for the committee to follow. President Lambert suggested each board member ask two people from their district to sit on the review committee. She asked that one be a community leader of some sort and one be a parent. She also pointed out it would be beneficial to include administrators, teachers and staff. After the committee reviews the applications the Board will then get together to review the evaluations and select three candidates to interview. Mr. Brinkerhoff suggested each board member recommend administrators, teachers and staff and then narrow that list down as a board. The Board members will send President Lambert their recommendations. Mr. Staheli suggested asking Janette Stubbs to share what questions are inappropriate to ask candidates. Janette agreed to send the Board information. Mr. Mathews suggested allowing administrators at the school to recommend two teachers and staff members. The list will go to the Board and they will create a list from there. Mr. Johnson pointed out the importance of making sure we have good representation from all the schools and not just one or two. The 28th of April is the cut off date for applications. Superintendent Dulaney suggested asking two people from the district office to sit on the review committee as well. President Lambert said she will reach out to Todd Hess to recommend two people from the office.

### **School Board Student Advisory Board**

Mr. Johnson distributed paperwork that he created based on the Utah Board of Education Student Advisory Council. He reviewed the two part intent - get feedback from our students to give leadership opportunities to our students. He recommended having two representatives from each high school. The students would serve for a two year term. The first year we would appoint a junior and a senior representative. After the first year the representatives would be elected. The junior would serve two years. The students would meet together four to six times a

year. Mr. Johnson indicated they would be appointed first year and then elected after. Mr. Staheli suggested adopting it as a board policy. Mr. Johnson will bring it back as a first reading next week.

### **Secondary Attendance Data**

Mr. Corry reviewed the data he presented to the Board last month regarding secondary late start. He presented data showing Wednesdays have the highest number of tardies in the district in secondary schools. He presented an alternative to alleviate the tardies and to cut down on lost instruction time. He agreed to leave XLT and FLEX time alone, but he proposed replacing late start Wednesday with early out Monday. He suggested adjusting the secondary early out time to one hour earlier in an effort to restore 50 minutes of classroom instruction time. He said he has spoken to the transportation department and the bus schedules will work with the change. Mr. Corry also said he would like to implement this in August 2021. Principal Bylynda Murray spoke of the hardship it would cause parents if elementary early out was still held on Wednesday and secondary early out on Monday. President Lambert expressed her concern with making this decision that will impact families without their input. She suggested conducting a survey to receive direction from the community. She also suggested postponing the decision until the new superintendent is appointed to get their input as well. Mr. Staheli agreed to conducting a survey and he also expressed the importance of looking at sports and activities and the best day for teachers to collaborate. Mr. Johnson mentioned the difficulty in changing student schedules for next year as they have already been created. He asked to take a more strategic approach and think about why we do late start. He said we need to look at how this affects transportation, our families, etc. The Board was in agreement that Mr. Mathews, in cooperation with President Lambert and Mr. Corry, would prepare surveys for parents, teachers and students in an effort to gain more information from stakeholders. Mr. Corry said he will be bringing the item back next week as an approval item to be implemented in August 2021.

### **E-Rate Board Resolution Review**

Troy Lunt, Technology Director, presented an E-Rate Board Resolution. E-Rate is government funds used for telecommunications and internet services. Each year the district spends money for technology and they then will credit back, or reimburse us, a certain amount of money we spent. UEN provides connectivity to our district and SUU. One of the changes they made was the speed of the connection we have coming into our network. It has gone from 1 gigabit to 10 gigabits. Because of this change we're required to make changes to our firewall. The price to do this is \$98,347.90. The E-Rate amount is \$59,009.74 which leaves the district paying \$39,339.16. The Board members will approve the resolution in their regular meeting on Tuesday the 27th of April.

### **Title VI Review**

Kevin Garrett led a review about the Title VI Native American Education program. The program is a federally funded program providing a quality education for American Indians in the Iron County School District. He pointed out there are 320 students who identify as Native American in the Iron County School District. Students have to produce a tribal number and have it certified before we can collect funds. Iron County School District has 277 students who are certified and participate in the Title VI program. Mr. Garrett indicated the tribe with the largest amount of students participating is Navajo and then Paiute. He reported the district is receiving \$55,000 for

this program this coming year. The district uses this money to provide mentors in secondary schools. We also have two other mentors we have put in elementary schools- East Elementary and Fiddlers Elementary. Mr. Garrett reviewed ACT growth, attendance growth and graduation data.

### **Trustlands Plans and TSSA Review**

Roy Mathews led a review about school Trustlands plans and Teacher Student Success Act (TSSA) plans. The Board was sent the plans previously. Mr. Johnson explained that this is a parent driven process. Parents collaborate with teachers and administrators to come up with solutions and to utilize funds. Mr. Mathews explained the funds are tied to school goals and there is a high level of accountability from the state. Superintendent Dulaney also explained that the district goals are a part of that as well. The district goals drive the school goals, which then drives the community council conversation as well as the TSSA plan. The Board will approve the trustlands plans in the next meeting. President Lambert echoed Mr. Johnson's comments and pointed out that with Trustlands money parents have direct influence on the budget for the direct instructional benefit of students.

### **School Board Meeting Suggestions**

Mr. Staheli distributed paperwork and said he attended a meeting at Southwest Tech and was very impressed with their agendas. He suggested the Board consider creating the same format when submitting agenda items. The items on the agenda would have the title, who it was requested by and whether it is information or action. He said he believes this will help speed up meetings. He also suggested publishing the documents in the board packet to the website. Mr. Johnson said he has had a lot of positive comments regarding the website. President Lambert asked the Board their feelings regarding the agenda submission form. She suggested testing it out to see if it will make things run more efficiently. Monica Torres explained that she and Mr. Hess are in the process of reviewing a software program that would create an online agenda on the district website with the documents to be discussed attached to agenda items for the public to view.

### **Policy Handbook Review**

The Board reviewed policies BD (Board Meeting Policy), Cash Management Policy, Comparability of Services, Social Media Policy, Suicide Prevention Policy, and Time and Effort Policy. Mr. Staheli suggested inserting additional information to the Meeting Agenda section on page four of the Board Meeting Policy to standardize how board members submit information for the agenda. He read the additional information to the Board. President Lambert expressed her concern with adding this information to the policy because of the lack of flexibility it will create and the demands the Board will be putting on administration to prepare. She suggested going back to Call to Order to review the responsibilities that are established and are in code. Mr. Johnson agreed and said some of the things, like a deadline on agenda submission, Mr. Staheli mentioned could be considered practices and not necessarily put in policy. President Lambert agreed to take a look at Mr. Staheli's suggestions and bring the policy back in May. Mr. Johnson asked if there should be clarification on the Social Media Policy regarding whether or not board members should be listed in the employee definition. He stated that board members should be held to the same standards and expectations as employees. President Lambert suggested running it past legal counsel. Mr. Staheli disagreed because board members are

elected by their constituents and there are issues board members need to speak up on. He said he will work on being more diplomatic in his comments. Mr. Johnson stated the policy can help with that. He said it is important to not rope teachers and employees into a box we are not willing to get into ourselves.

President Lambert adjourned the meeting at 6:54 pm.

  
Board President

  
Business Administrator

