MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, January 19, 2021 at 5:30 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 5:30 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; Todd Hess, Business Administrator; Kevin Garrett, Steve Burton, Roy Mathews, and Monica Torres were also present.

Steve Burton offered the prayer.

STECH President Brennan Wood

Brennan Wood, President of Southwest Technical College, met with the Board to talk about the thanked past Board Member Michelle Jorgenson Jones for her years of service and her representation of the school district on the board of trustees at Southwest Tech. He expressed his gratitude for whoever takes the opportunity to take her place with this appointment on the board of trustees. We need your support and your knowledge. There are 13 board of trustees, four of them representing the school districts in our four county region. He commented on the positive relationship between STech and the Iron County School District. He said the college has reduced their student fees for high school students. High School Students can take as many courses as they'd like for \$20 per semester. There are also scholarships available to cover student and book fees for students who need it. Mr. Corry asked if the district provided transportation for students from Parowan High. Brennan confirmed that there is transportation from Canyon View High School and Cedar High School, but not Parowan. Superintendent Dulaney suggested a collaboration with the district to provide the transportation for those students. The Board thanked Brennen for his presentation.

Board Training

President Lambert asked board members to give a brief report and share highlights from the virtual USBA Conference they watched earlier this month. She then briefly reviewed the Board Handbook. She asked the board to think about their purpose of being on the board and the goals they would like to achieve and make that an ongoing conversation throughout the year. The Board Handbook can be found on the district website. President Lambert also encouraged the Board members to log in to their Master Board Award account and start working on their goals. The Board decided to continue their training this year with the Key Work for School Boards book by the Nations School Board Association. President Lambert agreed to facilitate the training each month.

Discussion of Meeting Policy

President Lambert facilitated a discussion on the Board's Meeting Policy. She previously emailed the Board a sample meeting policy as well as potential meeting policies from other districts in the state. She made the suggestion that the work meeting remain a time for the Board to engage with and learn the needs and issues of the district and allow public comment only in the regular meeting. Both meetings are open to the public. Mr. Johnson agreed that the work meeting should be a time to engage with district administration and get educated on different topics and he suggested holding public hearings if there are topics that are important to the public. Mr. Corry suggested allowing public comment on certain items in the work meeting so the board members could take into consideration their comments before action is taken in the regular meeting. Mr. Staheli agreed the main focus in the work meeting should be coordinated between the Board and district administrators, but said there may be a subject that someone in the public would like to address and if they have to wait until the regular meeting to do that it would push the approval process out at least another month because the Board would need time to think about the public comments. He proposed scheduling a public comment session with time limits at the beginning of the work meetings. This way the Board could investigate the issues brought up, if needed, before the regular meeting. President Lambert asked if public comment would be the only way to receive feedback, or if the Board could look at facilitating a way for the public to email them with their comments and or concerns. She also said it would make more sense to hold the public input portion at the end of the meeting so the public would have the chance to hear the agenda items discussed before commenting on them. Mr. Brinkerhoff added that if public comment was added to the beginning of the work meeting agenda the Board should not entertain any comments on agenda items until they have been discussed. Mr. Johnson agreed that the public input through email would be very beneficial as it is a challenge for residents of Parowan to get to the district office to make a public comment in a meeting. He also agreed to the suggestion of holding public input at the end of the meeting. Mr. Staheli suggested starting from a more open end and if it becomes too time consuming it can be reassessed. If there's a comment while discussing an agenda item we let the public comment. President Lambert reviewed the following points the Board agree on: build trust with the community and make sure they can be heard, agree to hold a separate public hearing when there is a big issue at hand, use the work meeting to focus on administrators and hear from experts. She indicated the Board is on the same page regarding dedicating time in the regular meeting for public input. She proposed using Mr. Brinkerhoff's suggestion of setting aside a few minutes at the beginning of the work meeting for public input on items not on the agenda. If the public would like to comment on items on the agenda they will have the opportunity to do so by staying after the meeting to discuss their concern with board members, they can email or call the Board. At the regular meeting they will again have the opportunity to address their concerns. Mr. Staheli reiterated his opinion that the public be allowed to comment as agenda items are presented in the work meeting. President Lambert indicated it is easier to put protocols in place and then occasionally be permissive when the situation is right than take that away when a situation is overwhelming. She said the Board has been elected to represent and it is our job to listen and engage and get information in order to make decisions. She gave an example of the special meeting earlier in the month when the Board allowed the public time to speak for an allotted amount of time even though it wasn't on the agenda. Mr. Johnson agreed and brought up the fact that some topics can require a lot of community input and it would be more beneficial to hold a public hearing. He thanked President Lambert for providing the Board with sample policies from other districts. Mr. Brinkerhoff indicated he favors recognizing those in attendance if they have questions and it is up to the Board President to control the conversation. President Lambert will bring the policy to the regular meeting for a first reading with the suggestions discussed.

Job Description for Legal Counsel and RFP Timeline

Mr. Brinkerhoff indicated it is time to look at a request for proposal for legal counsel. He requested starting the process as soon as possible to allow for a new legal counsel to be in place the first of April. Superintendent Dulaney indicated the current legal counsel contract expires at the end of April. She referred to the timeline she provided in the board packet and proposed the following dates: request for proposal released on March 8th, question and answer period close on March 29th, proposals due on April 12th, the evaluation of proposals April 16th and final decision by the Board on the April 27th meeting. Mr. Hess indicated this schedule allows for changes to be made to the RFP in regard to the description of services, if needed, in the February meeting. Mr. Brinkerhoff agreed to proceed with the timeline.

Board Personnel Review Process

Superintendent Dulaney reviewed with the Board the board personnel review process that has taken place every February for the last 20 plus years. She said a discussion was had between herself and other board members at the end of last year's meeting regarding whether or not this is an appropriate process as it is not the Board's role to evaluate personnel. The board's role is to evaluate only the superintendent and business administrator. Mr. Hess indicated the board serves as an appeals board and therefore should not be involved with personnel reviews. Mr. Staheli agreed. The grievance policy will be reviewed in the regular meeting next week. The Board agreed to discontinue the personnel evaluation process.

Review of Strategic Plan

Superintendent Dulaney reviewed the district's Strategic Plan and guiding document. She informed the Board the plan was approved in the April 2019 board meeting. The plan was created in an effort to articulate and clarify the mission and vision of the Iron County School District. Individual stakeholders were invited to serve on sub-committees that represented each of the four identified Standards of Quality: Culture of Collaboration and Learning for All, Social Emotional Learning, Future Ready Education, and Community Connections. Those serving on the committees included: parents, teachers, school and district administrators, law enforcement, social services, mental health providers, Workforce Service personnel, Southern Utah University partners and various business owners and community members. She mentioned the plan is reviewed by the Board yearly. Mr. Brinkerhoff inquired about the need to add two more board members since the enrollment numbers exceed 10,000. Mr. Staheli asked if the district and to count those students who are enrolled online from outside the district. Superintendent Dulaney indicated that any student the district receives a weighted pupil unit (WPU) for is counted in the enrollment. As of right now the district has 10,887 students. Superintendent Dulaney indicated she has conferred with legal counsel who conferred with state code. The next step is to take it to the County Clerk to begin the process of redistricting. The new board members would be elected in the 2022 general election. Mr. Staheli acknowledged the hard work that went into

creating the document, but indicated he would like the Board to spend more time reviewing the plan and make adjustments to simplify it.

SEL Curriculum Discussion

Superintendent Dulaney reviewed information pertaining to the importance of social and emotional learning in schools. She said research shows that unless kids feel safe and secure in their school environment, it is difficult for them to learn. Tending to those social emotional needs and having processes in place is critical. She acknowledged Mr. Garrett, Special Programs Director, and his team for leading the state in social emotional learning and for the hard work that they've engaged in over the past four years. Mr. Garrett reviewed with the Board the process and the purpose for bringing trauma informed learning to the district. He said the district started out looking at behavior programs, but realized a different approach needed to be taken for students who had experienced trauma in their lives. He said that a large percentage of students who misbehave have had some sort of traumatic event in their life and reported 25% of all students are experiencing traumatic events in their lives. The district now has eight therapists that work in the majority of schools. Each secondary school has a full time licensed clinical social worker and half of the elementary schools have part-time Licensed Clinical Social Workers (LCSW's). Schools now have wellness rooms which serve as a nonpunitive process for students to be able to go and deal with whatever it is they are struggling with. Mr. Garrett explained the three tier systems. Tier I includes a curriculum in the classroom that's used for all students. Tier 2 includes the groups and wellness rooms. Tier 3 includes therapy interventions. In some instances, if it is something a school can't deal with, the student will go to Southwest Center for therapy which would be a Tier 4 intervention. Mr. Garrett pointed out that Positive Behavior Interventions and Supports (PBIS) is the district's base. A lot of behavior issues are handled with PBIS. Restorative practices have been incorporated into schools as well as practices of mindfulness and yoga. Suite 360 can be accessed by all teachers, but is not required. Zones of Regulation is the curriculum used for behavior. The curriculum fosters self-regulation and emotional control. Mr. Garrett reviewed the five competencies of SEL: self management, self awareness, responsible decision making, relationship skills, and social awareness. He indicated that data shows that we have been successful in stopping suicide in the district. Mr. Staheli thanked Kevin and Janette for spending time educating him on Suite 360 in a previous meeting. He said he has an understanding we are all interested in the well being of kids. He expressed and discussed his concern with the Suite 360 program and the process of adopting the curriculum. His main concern is the process of how the program was evaluated, approved and adopted. He felt there was a lack of disclosure to the school board and the citizens of the county. He acknowledged there was a team that was put together including parents, administrators and counselors, but the acquisition, adoption and implementation was done without the oversight of the school board. He said that even though parents were invited there was no general public citizen review. He also acknowledged it was not required by board policy to bring it to the board. President Lambert suggested reviewing the curriculum process policy. She indicated that nothing was done in secrecy and nothing was handled differently with this curriculum than any other. This is how the district has adopted curriculum in the past. Superintendent Dulaney suggested having all of the district's educators review the policy. Mr. Staheli mentioned he is annoyed with the attitude of "let the professionals worry about it". He said there is a real place for citizen and board input. He suggested taking a step back and look at the way the district adopts things for the classroom and also suggested holding public

hearings on this. He requested making it an action item for the next meeting. Mr. Corry asked Mr. Burton if he was aware of this program and what was going on. Mr. Burton indicated the district is still in the process of rolling out the program, but he has not been aware of anything inappropriate. Janette distributed and reviewed random lesson plans from Suite 360 for the Board to review. She said she has reviewed several lesson plans herself and has found nothing inappropriate. She gave the Board a login for a parent demo to review the curriculum. Mr. Johnson asked what the process is for informing parents of new curriculum. President Lambert review of policy . The district has really been working to try and help the community understand curriculum. They held a virtual curriculum fair in December where parents could view and learn about curriculum throughout the district. t She reminded those in attendance the wednesday web forum on social emotional learning tomorrow.

Paid Time-Off During Quarantine for Part-Time Employees Discussion

Mr. Hess announced the Families First Coronavirus Response Act (FFCRA) expired as of December 31st. FFCRA allowed the district to pay part-time employees sick leave for specified reasons related to COVID-19. The district has the option to continue the practice through the remainder of the school year or basically shut it off. If the Board would desire to continue with the provision it would need to be approved in the next meeting. Mr. Hess reviewed statistics from the first half of the school year with the Board. There were 115 requests for paid time off. The district paid out in gross wages a little over \$38,000, with payroll taxes it comes out to just over \$41,000. This amount averages out to \$335 per request. Mr. Hess suggested that the Board continue following the FFCRA proposed rules and guidelines if they continue offering the paid sick leave. Mr. Brinkerhoff expressed his desire to continue paying part-time employees. Mr. Johnson agreed. Mr. Hess indicated the district may have to dip into reserves to cover the sick leave unless we receive significant Sr2 funds that were approved by congress. Mr. Hess agreed to put together the resolution and details on funding for the regular meeting next week.

COVID Bonus Discussion

Mr. Hess explained the Governor has proposed to offer all educators a \$1500 teacher covid bonus, plus \$1000 bonus for school staff. He reviewed the guidelines for who would be included in this bonus: all educators, certified teachers, classified employees, and classified employees who work in school settings and work with students. He asked for the board's opinion on whether or not the district should include the staff members who don't directly work with students in this bonus because their jobs have also been affected by COVID. Mr. Johnson asked for the number of employees who would not receive the bonus. Mr. Hess indicated there would be between 59-65 employees left out. That number includes mechanics, the IT Department, district office secretaries, accounting department, and bus garage staff. Extending the bonus to these employees would cost the district \$55,169 and about \$73,000 with the benefits included. Mr. Brinkerhoff expressed his concern with calling it a "bonus". Principal Bylynda Murrray spoke to the fact all employees have put in a lot of extra effort during the pandemic. Mr. Johnson expressed his opinion that it needs to go all the way across the board. Mr Corry agreed.

Bonding and Significant Capital Needs Discussion

Mr. Hess and Hunter Shaheen gave a brief review of the district's capital needs. Mr. Hess indicated the Board would need to pass a resolution calling for a bond election prior to August 19th, 2021 in order to begin high priority capital projects. Mr. Brinkerhoff asked Mr. Hess to review the district's debt service. Mr. Hess indicated the district paid off two bonds and the debt service decreased drastically. He explained that the property tax rates are established on debt payments for that year and when you pay off a bond, the property tax decreases sharply. Other districts are finding that if they let their tax rates drop it's harder to bring them up rather than to keep them at the same rate. He reported that with a 50-60 million dollar bond the tax rates would remain the same. Mr. Johnson asked if a multi-use space in Parowan will be included in this bond conversation? Hunter indicated the multi-use project would be included in the second bond issuance, but not the first. He explained that when the district went to bond in 2018 the public thought the amount the district asked for was too much. We have gone back and looked at bonding for only the high priority projects. Mr. Johnson emphasized the importance of keeping an eye on what legislators are doing right now as the district initiates this bond process. State legislators are looking to pass legislation allowing the Department of Facilities and Construction Management (DFCM) to manage K-12 projects. He said this will have an impact on the district's budget. It will increase the cost of initial square footage but decrease our cost over time because the new buildings would be more energy efficient. Hunter reviewed the top priorities, replacement of East Elementary, expansion for performing arts areas and classrooms at both CMS and CVMS, and remodeling the CHS science wing. In the numbers put together based on the two additions and East elementary we put an additional 3% contingency that may or may not be enough to help with increased costs that DFCM would require. Mr. Hess informed the Board that Hunter has been working on updates to the 10 year plan and will be ready to present in the February board meeting. Hunter pointed out the district would need to ask for a 55-60 million dollar bond in order to complete the high priority projects. He also pointed out the cost of construction has been fairly consistent in the last few months. Mr. Brinkerhoff indicated the security at the bus garage is a high priority of his. President Lambert asked what can be expected moving forward. Mr. Hess recommended the Board meet with Johnathan Ward from Zions Bank as soon as February for a bond training. The next step would be to get the district's 10 year plan and district needs out to the public and community leaders to educate them on why the district needs the bond.

Board Priorities

The Board members reviewed their list of priorities for the next few months.

Mr. Corry's priorities included a discussion on late start Wednesdays, XLT time, and flex time, standards based grading, redmen symbol, social and emotional learning, and building needs.

Mr. Johnson expressed his desire to listen to teachers and administrators and get educated on why they do the things they do. He said as we listen we begin to understand. If board members come in and make quick changes we may have unintended consequences.

Mr. Staheli requested reviewing current policies regarding Human Resources, communications at board meetings, policies that allow teachers the ability to speak without fear of retaliation, standards based grading, the Cedar High School symbol, and social and emotional learning. He also requested a unity vs diversity discussion in March. He expressed his desire to learn more

about Opening Institute and in the future would like to review the subject matter to ensure it goes along with the Board's vision. He would also like to review the idea of minimizing the heavy use of technology in the classroom. He expressed his desire to simplify schools and turn more toward the family as the basic unit where everything should originate from. He would like to look at alternatives, particularly in elementary schools, to reach out to families who don't want their kids in public schools. He suggested moving toward an old school concept and use curriculum from the 1800's, including McGuffey Readers. He requested discussing the Redmen name and symbol in April.

Mr. Brinkerhoff's priorities included common core, making camera systems available to local police, and bus garage & security of the busses.

President Lambert explained the Board has had a tradition of touring the school that is presenting each month on the day of the regular meeting. She asked the Board if they would like to continue with this tradition. The Board agreed to visit Three Peaks Elementary at 1:00 pm on the day of the next regular meeting on January 26th.

At 8:57 p.m. President Lambert concluded the meeting.

Board Procident

Business Administrator