

MINUTES OF THE WORKSHOP AND REGULAR BOARD OF EDUCATION MEETING held Tuesday, JULY 27, 2021 at 12:00 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>**

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

At 12:00 p.m. The Board members and district administrators had lunch.

At 12:43 p.m. Mr. Brinkerhoff moved to enter into a closed meeting to discuss the character, professional competence, or physical or mental health of one or more individuals as well as to discuss pending or imminent litigation. Mr. Corry seconded the motion. By voice vote the board members voted as follows:

Jeff Corry - aye
Ben Johnson - aye
Dave Staheli - aye
Dale Brinkerhoff - aye
Michelle Lambert - aye

Those in attendance include: Jeff Corry, Ben Johnson, Dave Staheli, Dale Brinkerhoff, Michelle Lambert, Lance Hatch, Superintendent; Todd Hess, Business Administrator; and Janette Stubbs, Human Resources Director.

At 1:03 p.m. Mr. Corry moved to end the closed meeting. Mr. Staheli seconded the motion and the board members passed it unanimously.

At 1:05 the Board began the workshop portion of their meeting.

Strategic Plan Review

Superintendent Hatch led the Board in a review of the District Strategic Plan. The Board discussed why they feel the Iron County School District exists and what the district will look like in five years. The top ideas from the discussion included:

- families as partners
- community involvement
- communication and transparency
- trust (school to community and community to school)
- active citizenship
- ALL are successful (students, teachers, staff, families, etc)

Superintendent Hatch also led a discussion on the district's mission and vision statement. The district's current mission is: Rising Higher: Creating a Better Tomorrow for All. He asked the

Board for feedback on what they believe the district's mission should be. The Board discussed their individual ideas and made recommendations to the statement. They tentatively agreed on *Always climbing higher through education. We create opportunities for a better tomorrow for all. (ALL means ALL)*. The Board will continue the discussion on the mission statement in future meetings. After a lengthy discussion on the district's current vision, the Board unanimously chose to create a new vision. They discussed the importance of making sure the vision is connecting with those they serve. This conversation will also be continued in future meetings.

Annual Reports from Superintendent and District Directors

Superintendent Hatch reviewed the district SMART Goals for the 2021-2022 school year. He informed the Board he has met with the district cabinet and cabinet plus members to discuss the needs of the district and to create the goals for the new year. The three goals are as follows:

1. Currently, visits to schools are primarily reactionary and infrequent. Members of the District Cabinet Plus team will be in schools/classrooms at least 10 hours/week on average for the purpose of being a supportive collaborative presence.
2. Currently, there exists ambiguity regarding what exactly is expected regarding the work of the PLC. By the end of the 2021-2022 school year, 90% of ICSD educators will be able to explain the essential components of effective collaboration and reflect and report on their own team's implementation of the essential components of effective collaboration.
3. Currently, we do not have a comprehensive list of initiatives, expectations, and practices that ICSD has identified as essential. By the end of the first quarter, we will list out all initiatives, expectations, and practices, and identify which are essential.

Steve Burton, elementary director, distributed and reviewed paperwork describing the main areas of focus for elementaries. The three areas of focus include:

1. Engagement- we want to be sure kids are engaged in the lesson. Engagement rate should be at least 80%. Students will not learn unless they are actively engaged in the classroom.
2. Clarity- the students understand what they learn. When students leave without clarity it leads to frustration.
3. PLC's running efficiently- continue with district trainings and data reflection for schools.
4. Get back to the basics:
 - What do we want them to know?
 - How will we know if they learned it?
 - What will we do if they didn't learn it?
 - What will we do if they already know it?

Mr. Burton highlighted the dual immersion programs at Fiddlers Elementary and East Elementary and the efforts to continue to strengthen the SUU partnership with STEAM at North Elementary.

Kevin Garrett, special programs director, presented the data in special education. He reviewed the state audit from the previous school year. He reported all files have been corrected and training topics have been determined. He reported that all outgoing teachers have been replaced, and six new teachers have been hired to replace the outgoing teachers. We are still in need of two school psychologists for the coming year. He urged the Board to get the word out.

He reported the District Policy and Procedures that were sent to the Board last month will need to be approved next month and they are required to be turned in to the state by October. Mr. Garrett reviewed the behavior programs and data from the past three years. He noted two behavior coaches have been hired for each school. He also reported on Title VI, District Nurses, the homebound program, and student and family support mentor.

Roy Mathews, secondary director, distributed paperwork and shared data from the SafeUt tipline. School safety concerns, or tips, are sent in from parents, teachers, or students. Tips are initially received by a SafeUt person who evaluates them and triages them out to contact points in that student's specific school. There are contact points in each school. Mr. Mathews reviewed and compared the SafeUt data from the 2019-2020 school year and the 2020-2021 school year. He distributed information and reviewed the graduation rates over the last three years by school. The Board discussed the increase in graduations throughout Iron County School District. He informed the Board that the data for the 2021 school year has not been uploaded to Data Gateway. Mr. Mathews reviewed the ACT data. He explained that the state of Utah requires every student in 11th grade take the ACT.

Janette Stubbs reviewed the results of the climate survey that was completed by teachers, resource officers and school administrators in the spring. She reported there were a total of 559 respondents. Overall, the survey showed employees feel like they work in a safe and welcoming environment. Janette also reviewed the employee exit survey data. 38 of the 40 employees who left the district this year participated in the exit survey. 11 were retiring, one had a better opportunity outside education, three chose to stay at home with children, one resigned because of health issues, 12 were relocating to a different area, three had emotional exhaustion, stress or burnout, six were a factor of location and one was unknown. Overall, the exit survey indicated the employees who left the district this past year have had a good experience working in the district. Janette reviewed substitute fill rate and absences since 2016. In the 2016-2017 school year there were a total of 4,854 teacher absences, with 315 of them being unfilled. In the 2019-2020 school year there were a total of 5,537 teacher absences with 592 of them being unfilled. In the 2019-2020 school year, October was the highest month for absences with a total of 853. In the 2020-2021 school year, the month with the highest number was March with 712. Friday was the highest absence days and the fill rate was less on Fridays as well. We have 34 new teachers in their first year of teaching and 109 teachers in their first three years of teaching this upcoming school year. Eleven coaches have been hired to assist these teachers.

The Board tabled the Board Handbook discussion.

School Tours Discussion

Superintendent Hatch proposed a plan for organized school visits by board members and district administrators. He explained the idea is to spend constructive time offering service in each school. With this plan, each board member would have the opportunity to visit each school in a two year span. Mr. Corry said he is fine with the schedule, but would visit each school himself like he did this past year. Mr. Johnson said he appreciates that there is a plan to help. Superintendent Hatch will work with schools to finalize the areas of service and report back to the Board

Bond Discussion

Mr. Hess led a discussion on capital facility needs and the bond election. He explained the Board will be voting to approve a bond resolution today in the regular meeting. He reviewed the growth numbers from the past ten years. He reported a 1.5% consistent growth in elementary schools, 1.5-2% in middle school, and 2% in high school. With a 2% projected growth rate, the projected student counts indicated an increase of 773 students in Cedar area elementary schools, 405 in Cedar area middle schools, and 501 in high schools. East Elementary is the biggest project that will be paid for with this bond issuance. It was built in 1952 with additions in 1959, 1979 and 2008. Concerns include inaccessible crawl spaces, inefficient and aged boiler, environmental concerns, overall age of building. The proposal is to replace East Elementary. This will increase capacity by four additional classrooms, and resolve environmental efficiency and age related concerns. The plan is to repeat the North Elementary building. The estimated cost is \$32.6 million. Hunter Shaheen distributed paperwork and discussed a new estimated cost for construction. He reported in July we hit the highest inflation rate we've seen and it's climbing. Costs have gone from \$275 per square foot to \$325 per square foot. Mr. Johnson asked to discuss the multi-purpose facility at Parowan High School. The Board discussed their concern with asking for a \$74 million bond rather than \$68 million bond and discussed the possibility of taking out projects. Mr. Brinkerhoff suggested the possibility of taking the bus garage relocation and construction out of the bond project list and cutting some of the design fees. At that point the bond would total \$70,741,000. Mr. Staheli suggested building the Parowan multi-purpose center as a steel building, rather than a tilt up construction to cut costs. Terrence White, with Naylor Wentworth Lund Architects, reported cost per square foot could go up to \$350; the only trade off is to cut the square footage. If you cut out \$5 million you cut out \$5 million of square footage out. He mentioned metal buildings last about 30 years in a school setting whereas concrete or block buildings last about 50-60 years. Mr. Hess introduced Marcus Keller from Zions Public Finance. Marcus reiterated the importance of the entire Board agreeing on a bond amount. He explained the tax impact of a \$75 million bond for a \$300,000 fair market value home would be 101.95 per year. He explained the tax impact on a \$75 million bond compared to a \$69 million bond is a \$9 increase per year.

The Early Learning Plan Presentation was tabled until August.

The ICSD Statement on Racism was tabled and will be presented in the regular meeting.

Health Protocols for Schools

Superintendent Hatch distributed the health protocols for schools and the Exposure- No Quarantine letter for schools and asked the Board for feedback.

At 5:20 p.m. President Lambert adjourned the workshop.

At 5:30 p.m. the Board began the regular meeting.

President Lambert led the Pledge of Allegiance.

Public Input

William Pressgrove said he was unnerved by some of the things that happened in the last meeting. We just got done saying the Pledge of Allegiance and he asked if that is something you just recite because you learned it in first grade or is it something you really feel. One of the things discussed in the last meeting was critical race theory and he said he was disturbed the resolution was not passed. The reason I have a problem with it is because that theory, which is a theory, has been propagated as a fact. It relegates everybody in this country in two classes. The oppressor and the oppressed. The only definition they have of that is the color of people's skin. Skin doesn't make the character of the individual. He quoted Martin Luther King, "Judge people by the content of their character, not by the color of their skin". He mentioned his issue with Suite360 and SEL and explained they relegate the family as third or fourth and not the center of social instruction. The best way to divide a country is for education to become state mandated and state run. He asked how many heard of Hillsdale college? He asked the Board to look into the programs at Hillsdale and bring the program to this district.

Ann Clark addressed the Board and said it was to her dismay that the Board did not vote for the crt resolution in the last meeting. It's a terrible thing. When you as a Board don't stand against it, you'll have teachers who teach it. She said she knows teachers in Cedar City who are for Black Lives Matter and defund the police. She referred to the student who presented last month on the Redmen issue and said they used words like cultural appropriations. She said they were most likely influenced by teachers. She said she has a half black grandson with white parents and he hasn't thought about racism until now. Luckily his parents put sense into him. She said she sat by a black girl in church who was with her white grandmother. Is she going to be taught to hate her grandmother? We have to stop racism, but the liberals are coming at us with stuff that destroys our families and pins us against each other. We the people have something to say. She said she will bring a petition from each board member's district regarding the Board not signing the critical race theory resolution.

Rosalyn Eves, a parent of three in the district. She said it is important to remember that those who lean left are also our friends and our family. They are not a different species as some people talk about here. She said as far as critical race theory goes, the people who have spoken so far do not speak for everyone in Cedar City. There are good things about critical race theory and even some helpful things. It is a theory that is meant to help people understand history and sociology. It is not taught in K-12 level. She asked how many people have read everything on critical race theory. She said we need to critique what it is and not what people say it is. Teachers are afraid to teach about race, or anything to do with race. Number one, students are smart and they are going to find out about history whether at school or not. Number two, parents should be involved. She said there should be no tolerance for racism in our schools.

Christina Adams said she is insulted by the last speaker who said to raise your hand if you know certain segments of the theory. She said she knows all the segments but feels she doesn't need to prove it to anyone. We need to use common sense. She said she is really disappointed that

this topic is even being brought up in our schools. We need to stop the attitude. If you need to put a ban on it, put a ban on it. Use common sense and don't let this start to get into our system. There are other ways to address race issues. We are not a systematic racist country. For those who don't like America, go move to a third world country.

Doniel Sovoy said we have heard varied opinions. People have said critical race theory divides our country, but are already divided. In order to have a society that is all peace and love you need to address the wrongs of the past. They don't just go away because people aren't talking about it. To say that America is not systematically racist is incorrect. If you follow legislation, redlining prevented black people from getting home loans to buy homes. That is a federal law. The impact of that practice you see today. When white people were able to buy homes and get equity in their homes, black people were not able to do that. So, when it comes to US history, it is taught from a predominantly white perspective. We don't hear about the black and brown indigenous heroes. They are not in our curriculum. Why? This information needs to be presented to our students. She said she doesn't understand why there is fear and disdain and white people feel threatened because people want to see themselves in the curriculum. You see yourselves in the curriculum. But, if you have not had federal legislation for you to be treated like a human being then you don't have room to talk. So, you want to talk but you don't want to listen. You don't listen to learn. To the gentleman who brought up MLK, do you realize his approval rating was at like 30% when he died? America hated him. It's a fact. And now you love him. You love the peace and love, but you don't love the anti-capitalism. You don't remember that part of him because it isn't taught in schools. There's more to him than I had a dream of peace and love. We're missing perspectives in our history and our kids need to know about it. It's the only way we're going to get better.

Andrea Nelson said she appreciates the comments that have been made. This community loves education. They sacrificed their own money and their own time and their own livestock to build Old Main so we could have education in this community. That is our history. We need to teach better all things, the good and bad in our history. We need to teach about Martin Luther King. He had good parts and bad parts. The good part is we are not going to be judged by the color of our skin, but the content of our character. The capitalism part she said she has issues with. We take the good and bad of everybody. She said critical race theory has been hijacked. Even if it has truth behind it, it has been hijacked. To the far extreme left of the country. To where they are telling kids they have to apologize because they were born white. The way it is being implemented and taught by the left side of this country is what we have a problem with. Speaking of the bond, she said this community has always supported education until four years ago. If you don't find a way to help us understand where the schools stand on teaching racism it will be hard to pass a bond because they won't trust you. The school board has lost the trust of the community. Yes, our country has problems. We can't change the past but we can change the future. We spend time discussing this when there is human trafficking and human slavery today. Can we fix that and deal with that? We'll never come to an agreement on the good and the bad of the past. Let's go forward and teach our kids all history and help them understand we can solve the problems of today.

Richard Jensen said he feels the district has been responsible regarding the proposed projects in the bond. He said the Board should go for the \$75 million bond to give our kids the best. He

said the problem is not the dollar figure, the issue is trust. He said he is fairly new to the community and has heard from every group that as long as the school district is being led by leftist groups, it doesn't matter the dollar figure. He explained the perceived leftist issues include masks, vaccines, and the Redmen issue. He informed the Board if they want to pass a bond they need to look at the way they vote on the social type issues. He referred to the part of Utah state 53g chapter 10 which relates to religion in the classroom He said it is fine for a teacher to have Mormon beliefs, they should not be pushing them on kids. It is fine for them to have critical race theory type ideas, but they should not be pushing them on kids. He said in order to gain the trust of the community, the Board needs to set the culture that says those types of things are not acceptable. There will be repercussions. If you set the culture that that is unacceptable you will gain the trust of the community that is needed for a bond to be passed.

Emily Green said she came to the meeting late and hasn't heard all the comments. She said we are in a time in our country, a great reckoning, and we can't ignore it. Critical race theory is a brand . It is a way to talk about this topic. She said she doesn't know much about this and has just started to research. She shared what she has seen in the iron county school district and explained the only proof she has is experience with her children. She said CRT is embedded in the common core. She said she can see it in her son's 5th grade native american history curriculum. You have to know crt first and then read the curriculum. She said when standards based grading was implemented the middle school teaches the core beliefs that this country was founded for white supremacy. She said she just found out another insight that her child was taught Lincoln's Gettysburg address was not intended for black people. That is something she said she needs to research more. She needs to look into it because that is what her children said. She said last year between social and emotional learning and the undertones of critical race theory, it was one of the worst school years they've had in eleven years. She said her 17 year niece who just graduated from high school in Washington County said that she hates white Americans. We have to ask ourselves what are we teaching. What are the undertones that are present? It is scary. If this is what the black community is experiencing, that's what they're experiencing and we have to take the time to understand those things. She asked how we can do that without having a 17 year old leave education saying they hate white Americans.

Kelli Brown administered the Oath of Office for Superintendent Hatch.

Kelli Brown administered the Oath of Office for Business Administrator Todd Hess.

Todd Hess continued a discussion from the workshop and informed the Board that prior to the regular meeting Hunter Shaheen made some adjustments to the bond projects. Hunter presented the adjustments and explained the amount of the bond could be reduced to under \$70 million by eliminating the bus garage facility project and reducing the architect and engineer fees from 12% to 10%. That proposal would leave the multi-purpose building in Parowan as a tilt up structure rather than a steel structure. The bond proposal would be roughly \$69 million. The difference in the tax impact on the community would be ten dollars a year. Mr. Brinkerhoff said he supports a \$74 million bond, but will also support a \$69 million bond. He said he will support what the rest of the Board decides. Mr. Staheli said that after looking at the tax impact charts, he supports the proposed \$74 million bond. He said he believes the Board can pass the bond. Mr. Johnson said he would be in support of a \$74 million bond. Mr. Corry said he would not support

\$75 million, but would support \$69 million. President Lambert said she would support the \$74 million bond because it will only cost taxpayers ten dollars more a year and all of the projects can be completed. Mr. Staheli expressed the importance of finding the point the entire board can agree on. Mr. Johnson asked what the number would be if they kept the bus garage project. Hunter explained that by keeping the bus garage project would bring the bond initiative to \$73.5 million. Hunter indicated he could feasibly go to 3% on furniture & equipment fees. He said he and Mr. Hess would need to look at the possibility of going to capital funds if bond funds weren't there. Going down to \$72.7 million Mr. Staheli asked about the bus garage. The Board discussed the risks of not going to bond for the full 74 million. Furniture/equipment down to 3% A Mr. Staheli made a motion to approve the bond resolution
Mr. Brinkerhoff seconded the motion. President Lambert, Mr. Brinkerhoff, Mr. Staheli, and Mr. Johnson voted in favor. Mr. Corry voted against. Hunter reminded the pun;ic they are only taxed on whatever money is issued at that time.
20 year bond

The Early Learning Plan was tabled until the August meeting.

Mr. Staheli read the proposed statement on racism authored by Superintendent Hatch. Mr. Staheli said that if it is approved tonight it will be sent out to teachers and administrators. Mr. Staheli said he likes the statement because it says the only race is the human race. He supports moving forward with an eye to the future. Mr. Johnson made a motion to accept the Iron County School District on racism. Mr. Brinkerhoff seconded the motion. The board members passed it unanimously.

Mr. Hess presented information regarding mental support for employees in the district through TAVA Health. He reported there is a \$2 a month fee per employee. 12 visits are paid for in full and then after that the employee pays out of pocket, or out of their health savings account (HSA). He asked the Board to authorize a contract with TAVA Health through SEDC. Mr. Brinkerhoff moved to approve an agreement between the district and TAVA Health. Mr. Corry seconded the motion and the board members passed it unanimously.

Mr. Johnson moved to approve policy DL-R and have it added to the policy handbook. Mr. Staheli seconded the motion and the board members passed it unanimously.

Mr. Johnson moved to approve policy ECAC and have it added to the policy handbook. Mr. Corry seconded the motion and the board members passed it unanimously.

At 6:56 pm President Lambert concluded the meeting.



Board President



Business Administrator