

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, June 22, 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>**

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

At 5:30 p.m. President Lambert began the regular meeting in the boardroom in the district office building.

President Lambert conducted the meeting.

Minutes of the Work Meeting held on Tuesday, May 11, 2021, the Regular Meeting held on Tuesday, May 18, 2021, and Special Meetings held on May 13, 2021; May 20, 2021; and May 25, 2021 were approved on a motion made by Mr. Brinkerhoff. Mr. Corry seconded the motion and the board members passed it unanimously.

Mr. Corry moved to approve the consent agenda. Mr. Staheli seconded the motion and the board members passed it unanimously.

Public Input

Volney Morin said he would like to speak about the fireworks issue. He reminded the Board that assuming liability for damage caused by the discharge of fireworks on school property may not align with the mission statement of the Iron County School District. We all want to be good neighbors, but he wondered if allowing school property to be used for the discharge of fireworks in a time of record drought is really doing our community a favor. He said he thinks it would be prudent for the Board to decline responsibility and post a sign on the parking lots that says anyone discharging fireworks on school property is: A. trespassing, and B. assumes all liability for damages caused by the discharge of fireworks.

Andrea Nelson read the following quote: Our world is not divided by race, color, gender or religion. Our world is divided by wise people and fools and fools divide themselves by race, color, gender or religion. She told a story about her ancestor Peter Shirts who had a homestead between Hamilton Fort and Kanarraville. One day an Indian came into Peter's homestead beaten and bruised. Peter tended to his wounds and went with him to tend to the Indian chief who was sick. The story goes that they became friends. She said that is what we need to do in our community and our country. We need to be inclusive of everyone. CRT divides by race and eradication of Redmen divides by race. She said she was interested in some of the comments made by students in the previous meeting about safety. If we want to play it safe, we don't get married, we don't have kids, we don't get on a plane or drive. Safe isn't a value that is existential, but freedom is. One who gives up freedom for safety deserves neither. Andrea

referred to someone she considers a "wise woman" on the internet who escaped communist China. The woman said that changing names is cultural marxism.

Sheryl Stratton read a portion of an article from the publication Spirit Horse Nation regarding the "Red Road". The article explained that the "Red Road" is a metaphor for living a spiritual way of life. Walking the red road is a deep sense of obligation and a meaningful personal commitment to purposefully live your life each day practicing and embodying the seven sacred virtues of the Lakota. The Lakota received these virtues from the White Buffalo Calf Pipe Woman who brought the Sacred Pipe to the people. The stem of the pipe represents the male and the bowl represents the female. When the stem of the pipe is merged with the bowl the pipe comes alive and empowered with the seven sacred values of the Lakota which are: prayer, honesty, humility, compassion, respect, generosity, and wisdom. She said reinstating the Redmen isn't just about reinstating the Redmen. It has always come with the pledge to bring education to our students, to do charity work, volunteerism and start bringing the Native American community into our community at a much higher level than it has been. She said that is what she hopes to see someday.

Ann Clark spoke about the mascot presentations from the previous meeting. She said she was impressed with the students who presented, but their presentation was all about them and the reasons they need to keep the Reds name. It wasn't about respect for Native Americans. She said here in our district we want to value other cultures and referred to a presentation by Fiddlers Elementary on Chinese dual immersion. But said we aren't embracing the Native American culture, the very culture that lives here. Why aren't we making Cedar High "that place"? She said she asked the kids who presented the week before how many were seniors and told them the kids who have graduated shouldn't have a voice. If we're going to talk about opinions about the Redmen we need to talk to every student who ever attended Cedar High. We have the opportunity to show who the redmen are and look at what they have done for us. Instead we are going to just wipe them off and they won't be remembered at all. She asked the Board to reinstate the name of the Redmen. If we think of Redmen as derogatory and disrespectful then why don't we name them the white men? That would be white supremacy and white privilege, so that's why I'm asking we reinstate it and show the native americans the respect they deserve.

Taleah (didn't state her last name), from the Paiute tribe addressed the Board and said she thinks it's weird that Ann said Native Americans are being wiped out because as individuals we can go to Pow Wows and our programs we have at the tribe. It is an individual action, not just a school name or representation. She said us native americans will never allow ourselves to be wiped out. We have so much going on. The mascot won't help evolve and move forward. It's going to continue the cycle and we shouldn't continue it. We have our young people talking and they have new minds, they know what is better. If people want to learn about us there is information out there and classes at the tribe.

David Nguyen, president of the Asian American Student Alliance at SUU, said change is hard but it is bound to happen. Just because something was allowed in the past doesn't mean it's right or that it was ever right. If we don't change with the times we will be left behind. He said he has talked to many students of native american background and they have all expressed the

same concern as native americans here have expressed. He referred to comments that have been made in the past that this logo was accepted by students and people in the community. Which students are we referring to? The white students? Or those who actually have roots in our native culture. Last week we heard testimony from some of the native american population here in Cedar, yet there was no discourse or mention of the other side of the population. He asked if it is known what the feathers in the headdress mean and how it is sacred to the native culture and the native students who attend the high school. It is a fact you are using what is known to be sacred to an entire community merely as an image without concern for the meaning behind the imagery because it doesn't mean anything to you. It is just an image that represents a high school to many of you, but to a lot of the native population, it is an image that evokes hundreds of years of tradition, culture, identity, and respect just to be used as a logo that people don't know the meaning behind. He suggested we look further into the meaning of the imagery. He said he agrees with the opposing side in the sense that we need to use this as a segway toward education, reform, respect and understanding and discourse with the native population here in southern Utah. The logo and use of imagery is not the way to do it. There is much more to be done. The Board can strengthen the bonds and right the wrongs that have been done in southern Utah.

Nicholas Willis shared an audio tape of a past board meeting in 2018 where the Board briefly discussed the potential change of mascot at Cedar High School. He said the Redmen name was already decided before anyone knew. He asked the Board to reinstate the Redmen name and listen to both sides and educate, not eradicate.

Lisa Davis said she could have read the transcription of the meeting Nicholas played, but it's more powerful to hear the audio. She said the change of the Redmen name was done in a dishonest and manipulative manner. She said what you heard in the audio clip was an example of how elected representatives should not behave. They violated their oath and lost the trust of the community. If you need more reason to reverse their decision you are a part of the problem. They didn't know their role as elected officials or they did and hoped we didn't. They either didn't know the positive, historical significance of the Redmen name, or they did and knowingly spread a false narrative in order to push a political agenda. We can't allow any decision that is based on lies to stand just because it's easier to look the other way. If we do, we are sending a dangerous message to our children. She said she can find hundreds of kids who support keeping the Redmen name, but refuses to use them to pit against their fellow students. Adults need to fix the problem they caused. Changing names is a known marxist strategy. She said Cedar High is home of the Redmen and she asked the Board to reinstate the name and make sure it stays there.

Shelvie James addressed the Board and said she was attending school in Cedar City during the Cedar High name change. She said that during the name change she heard people say many times this was something that was supposed to symbolize a greater purpose for native people here, but this name wasn't given to us. We are forced into our reservation because we were told to stay together and it would be good for everyone in the state. She said she looks at the name as a means of people wanting to use us as a mascot. She asked how you would entertain people with the name Redmen? Are you going to have pow wows? Are you going to have people not culturally intune with what we teach? Will you have people dancing and singing

songs making fun of the things we pass down sacredly? She said there are different ways of doing this.

Richard Jensen spoke to the Board regarding the Suite360 presentation that was given last week in the work meeting. He referred to Suite360's framework logo that indicates students should be learning social and emotional skills from the classroom, schools, families and communities. He said he spoke with the presenter and said he acknowledged that it is often a concern for people that families are pushed to the outer circles and being ignored or replaced. He said there is no reason to be paying for and implementing programs that are designed to replace families.

Chris Sorenson asked for the board's help in partnering with him to answer questions. He said he has a special interest in special education as he has a child with special needs. He said his first concern is transparency. After filing a grama request, he said he was told he could find the information on the state transparency website. He said he called back for help and was told by a district employee that the district doesn't actually use the site, they just supply the information. He asked if the district information is uploaded to a website, shouldn't they know how to access the information? Me suggested the employees be trained on how to use the site, or have a tab on the Iron County School District website. He said when he requested the information again, he was told the information he requested would have to be compiled and it would cost \$68 to provide that service. He questioned whether the district was in compliance with the state if they didn't have that information readily available. He asked again for a member of the Board to take him up on his offer and help him to discuss his concerns related to special education money.

Robert Chamberlain said his family is all native american so he has had a chance to watch their reaction after the mascot change at Cedar High. He said he is afraid that what was done has hurt them more than what the Board was trying to achieve. He said he believes it is not really about a name and we have to tell the outside world that Cedar City is not for sale.

William Pressgrove asked how many people were Redmen. He then asked those who were Redmen, how many are ashamed. He said when we stand up for the pledge of allegiance the last six words are "with liberty and justice for all". On May 30th we honor individuals who gave their lives for those six words. June 6th, D-day, did we lose those lives for the greater good or did they give their lives for the six words, "with liberty and justice for all"? He asked the Board to take "with liberty and justice for all" to heart and make every decision they are faced with for our children because right now we are throwing more and more money at education and ACT scores are going down.

Bladen Nay, grandfather of redmen graduates, explained a serious problem he sees in elected officials. He said as a board you don't work for administrators or teachers or the government, you work for voters and taxpayers of the county. Every elected official needs to understand who they work for. He said he appreciates the change in board meeting times to accommodate the public. The primary reason for addressing the Board is critical race theory and all the other philosophies that separate people, instill hate and bigotry. He urged the Board to vote against critical race theory. He said Suite 360 is designed to separate the kids from the parents. He suggested focusing on instilling academic and technical skills in our kids.

Rose Clement spoke on the critical race theory. She said she believes critical race theory shouldn't be on the plate right now. This is a tumultuous time and we need to stop it here. She asked the Board to choose wisely and eliminate critical race theory. She suggested teaching the children the Constitution. There's only one race- the human race. She said the Redmen issue is confusing to her. She asked why it was dropped in the first place? We need to get back to what people want and that is to reinstate the name. She also asked the Board to bring God back into the school.

Donielle Sovoy said she has sat and listened to a lot of talk and key words that have stood out to her are respect, academics, technical skills and the Constitution. If we are talking about academics and the Constitution we know that the Const did not benefit all people in this country, it was for a specific set of people. We need our children to think critically about information that is presented to them. She said that just because an elder or teacher says it, it doesn't mean it is true. They need to be able to ask questions and research and find things out on their own. She said we all come from different backgrounds and how we see things is different. She explained she has been exposed to many different cultures and ideologies and that is what makes her a good person. She said she has the ability to listen to other people and not disagree with them because she doesn't know what's going on. She said we need to respect the Native American culture by educating the students at Cedar High about the culture. Diversifying the curriculum is how you respect. That's how you use academics. Employers want employees who can think critically and not regurgitate information.

Monica Torres addressed the Board and thanked Superintendent Dulaney for her years of service in the Iron County School District. She said when she thinks of the superintendent three words come to mind: grace under fire. She said the last couple of years have been very trying and she acknowledged the example the superintendent has been to her, the district office and the entire community. She mentioned the personal attacks the superintendent has endured from those with opposing opinions and said in the past five years, through the ups and downs, highs and lows, she has never heard the superintendent call names or disparage others. She truly lives up to her values, not just talks about them. She spoke of her honesty and truthfulness in all situations. She said she has always had an open door policy and never turned anyone down who wanted to meet with her. She spoke of her love for all district employees and especially the students of Iron County. She said she truly believes in educating every child every day. She is an incredible and inspired leader and her kindness and gratitude is second to none. She will be greatly missed by the district office family. She then welcomed incoming superintendent Lance Hatch.

Open Enrollment Declaration Approval

President Lambert welcomed a motion to approve the 2021-2022 Open Enrollment Declaration. Mr. Corry moved to approve the 2021-2022 Open Enrollment Declaration. Mr. Staheli seconded the motion and the board members passed it unanimously.

2021 Bond Information and Update

Mr. Hess distributed a bond project fact sheet and reviewed the proposed bond projects and estimated costs associated with each. The Board discussed the projects and asked questions.

Mr. Staheli asked if board members could make copies of the fact sheet to distribute to the public. Mr. Hess indicated the total cost for all projects on the fact sheet is \$61.9 million. He informed the Board that Zions Bank will update the tax impact information on a \$60 million bond. The district paid off a bond this year so property taxes actually decreased this year. Mr. Johnson indicated that before the fact sheet is pushed out to the public he would rather see the Parowan High School multi-purpose facility construction estimated cost at \$5.3 million for a tilt up building, rather than \$3.3 million for a metal building. That way the Board won't have to raise the price on the community if it is decided to use a tilt up rather than steel structure. Hunter agreed to get more information and updated prices. Mr. Staheli suggested visiting steel structure buildings in other districts and also look at engineering data on the durability and upkeep of the steel buildings vs other types of structures. President Lambert indicated the bond projects don't have to be finalized until the bond resolution in August. She asked Hunter to provide the Board with a cost estimate when he gets the updated prices in the next couple of days to put on the fact sheet and the Board can make adjustments when they get more information. Mr. Johnson thanked the district for their time and effort in getting the information to the Board.

Award Contract for Human Resources Management Systems

Mr. Hess informed the Board that the district put out a request for proposal (RFP) for a human resource management system and received two responses. Proposals came in from companies ALIO and Frontline. The RFP committee met and decided that Frontline would better suit the district's needs. Mr. Hess asked the board to accept the proposal from Frontline Education. Mr. Staheli moved to approve a contract with Frontline Education for a human resources management system. Mr. Johnson seconded the motion and the board members passed it unanimously.

Consideration of Joint and Several Liability Agreement with Cedar City Corporation Regarding Fireworks

Mr. Hess informed the Board the city has provided the district with a liability agreement regarding fireworks on district property. Mr. Brinkerhoff indicated it is going before the city tomorrow night for approval. The Board discussed their concerns regarding the dry conditions and the liability the district holds for allowing the public discharge fireworks on district property. Mr. Staheli expressed his concern with the dry conditions and possible issues that could happen. Mr. Brinkerhoff agreed but said he believes it is better off to allow the public to let off fireworks in a parking lot than in a field of weeds. People will use the parking lots whether or not they have permission. He said he is prepared to support the agreement. Mr. Johnson asked if this agreement only pertains to schools within Cedar City limits? Mr. Hess indicated the agreement applies to only three district properties: Cedar High School south parking lot, Canyon View High School south parking lot, and the parking lot of Iron Springs Elementary. Mr. Johnson asked if the fire department will patrol the areas? Hunter indicated the fire department cleans up the areas and has dropped off dumpsters in the past. As far as patrolling in the evening, they do try to patrol the areas designated for fireworks, but it depends on how many fires they are called to throughout the night. Mr. Corry indicated we are in the worst drought we've ever had and he said he is totally opposed to allowing any fireworks on school grounds, period. Mr. Johnson made a motion to move forward with the joint and several liability agreement with Cedar City Corporation regarding fireworks on specified lots and upon the city's agreement to the same liability agreement. Mr. Brinkerhoff seconded the motion. Those voting in favor of the motion

were Mr. Brinkerhoff, President Lambert and Mr. Johnson. Those voting nay were Mr. Staheli and Mr. Corry. The motion passed.

Fraud Risk Assessment

Mr. Hess presented the results from the fraud risk assessment. He asked the board members to complete the board training on the state auditor's site. He agreed to send a link to the training.

Critical Race Theory Resolution

Mr. Staheli proposed a resolution to prohibit critical race theory in Utah's public education system. He said the House and Senate in the state of Utah have already passed several resolutions regarding critical race theory and have sent it to the Utah State School Board. The state school board is currently in the process of reviewing the resolutions. Mr. Staheli presented his proposed resolution. (A copy of the resolution is included with the minutes.) He asked the Board to vote on the resolution tonight as there is a lot of debate going on right now in the state school board, state legislature and governor's office and he would like to send a message from Iron County. The adopted resolution would be sent on to the state legislators and governor's office. Mr. Corry added, as with SEL, it's one more thing to take away from regular instruction time. Mr. Johnson mentioned the state school board is working on R277 and it has a lot of the same language as Mr. Staheli's proposed resolution, recognizing that critical race theory has not been taught in Utah and should not be taught in Utah. He said he would like to see the resolution support what they are doing rather than bring political rhetoric. President Lambert said she would prefer to bring the resolution to a work meeting where all of the board members can collaborate. She said there is no need for the Board to hurry as this is not being taught in our schools. Mr. Staheli said critical race theory is very much a political issue. It is an effort to change our country. This resolution is non-binding, we are simply calling on the legislature and governor to pass legislation. He said his understanding is the documents the state school board is working on is quite weak in protecting against these kinds of ideologies. Mr. Brinkerhoff proposed to create a committee of teachers at each school to be an advocate for faculty and staff. Mr. Staheli moved to adopt the resolution as written. Mr. Corry seconded the motion. Mr. Staheli requested a roll call vote. Mr. Johnson referred to R277 and indicated it is not a weak document. He said he is not supportive of critical race theory being taught in public schools. however he struggles with this particular resolution. He suggested the Board read R277 and recognize what we support and agree with and give feedback in that direction to the state school board. President Lambert called for a roll call vote.

Jeff Corry - in support of Dave Staheli's resolution

Ben Johnson - nay

Dave Staheli - yes

Michelle Lambert - nay

Dale Brinkerhoff - nay

The motion failed.

Mr. Mathews informed the Board the policy that has been referred to is R277-328 and is in draft number five.

Mr. Johnson moved to approve policy BD (Board Meetings) and have it added in the Policy Handbook. Mr. Brinkerhoff seconded the motion and the board members passed it unanimously.

Mr. Johnson made a motion to approve policy DA (Fiscal Policies and Accountability) and have it added to the Policy Handbook. President Lambert seconded the motion and the board members passed it unanimously.

At 7:58 pm President Lambert concluded the meeting.


Board President


Business Administrator

**RESOLUTION OF THE IRON COUNTY SCHOOL BOARD
IN SUPPORT OF PROHIBITING
CRITICAL RACE THEORY IN UTAH'S PUBLIC EDUCATION SYSTEM**

Proposed and Submitted by David H. Staheli

WHEREAS, America was founded on true and eternal principles as stated in the Declaration of Independence and protected by the United States Constitution: "that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."

WHEREAS, "Critical Race Theory" (CRT) establishes the false premise that America has been and always will be a systemically racist nation, disavows our founding principles and ignores our national progress in areas such as the abolition of slavery, constitutional amendments, and civil rights laws, to strengthen the preservation of liberty and opportunity for all Americans;

WHEREAS, CRT is intentionally formulated to further divide Americans into opposing groups by indoctrinating young students into being ashamed of their race and culture, and/or being victims because of their race or culture, pitting people of different races against each other and advancing an ideology of hate;

WHEREAS, CRT insults and demeans Americans of color by teaching them that they are less intelligent and less capable to succeed, and can only compete in society by the force of law, extra benefits and special advantages;

WHEREAS, CRT is diametrically opposed to American values and principles and fails to remember Martin Luther King Jr's words, to judge "Not by the color of their skin, but by the content of their character";

WHEREAS, legislators in both the Utah House and Senate passed resolutions, which identify risks of CRT in public education and make recommendations to the State Board of Education regarding the prohibition of certain harmful concepts;

WHEREAS, the Iron County School Board and a clear majority of the citizens of Iron County, Utah generally, believe in Equal Rights, particularly the God-given individual rights affirmed and protected by the Constitution of the United States and the Constitution of the State of Utah, and that we affirm the infinite worth of all individuals and value of the contributions made to our society by people of all backgrounds, therefore be it;

RESOLVED, that the Iron County School Board rejects Critical Race Theory as un-American, societally destructive, and irreconcilable with American Human Rights and "Equality under the Law";

RESOLVED, that the Iron County School Board firmly declares that Critical Race Theory and similar concepts should never, under any circumstances, be taught in Utah's public education system, nor be required or used for employee training or professional development Utah's public education system;

RESOLVED, that the Iron County School Board supports teaching American history grounded on the founding principles of our Constitution and Declaration of Independence, including the recognition of the many valuable contributions made to our country and the world by Americans of many backgrounds, the understanding of past mistakes and challenges that we have overcome, and instruction through a lens of unity as one people, and nation under God;

RESOLVED, that the Iron County School Board supports the recent resolutions in both the Utah State House and Senate and calls on the Utah State Legislature and Governor Spencer J. Cox to pass and sign legislation prior to the 2021-2022 school year to prohibit Critical Race Theory curriculum and employee training and/or professional development on this and like concepts in Utah's public education system.

