

MINUTES OF THE WORK MEETING of the Board held Tuesday, September 21, 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>**

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, Janette Stubbs, and Monica Torres were also present.

Rob Wagner offered the prayer.  
Gavin Hawkey led the pledge of allegiance.

#### Board Training

President Lambert and Todd Hess led a training on the USBA Master Board Awards.

#### School Improvement Plan Reports

The following principals presented their school improvement plans:  
Rob Wagner, Canyon View Middle School; Paula Burgoyne, Three Peaks Elementary; Jerry Oldroyd, South Elementary; Ray Whittier, North Elementary; Denny Heaton, Canyon View High School; and Allison Drake, Escalante Valley.

#### 2021-2022 Calendar Adjustment Discussion

Superintendent Hatch explained the State of Utah allows four of the 180 school days to be used for professional development. He proposed an adjustment to the 2021-2022 school calendar to allow for three professional development days throughout the year. The three days would be attached to natural breaks throughout the school year and would count as one of the 180 school days. The proposed days are Friday, October 22nd; Tuesday, January 4th; and Wednesday, March 16th. The Board discussed different options and the adjustment will be brought to the regular meeting next week. The purpose for the professional development days would be to work on school improvement plan goals.

#### Board and Administrator Reports Discussion

President Lambert suggested adding superintendent and board member reports to the regular meeting agenda in the future. The purpose would be for the Board to report on school visits and the external committees they each serve on. The Board members agreed and it will be on the agenda for the next regular meeting.

#### Bond 2021 Update

Mr. Hess reviewed the bond information page. He reported many schools and groups have been visited and presented with information for the bond. Additional meetings are planned for the next several weeks. Short videos are being created and will be finalized by the end of this week or early next week. He said one of the questions that has come up is if we are doing enough for growth in our bond projects. He indicated the district leadership team got together and reviewed growth the past several years. Mr. Hess shared the district growth information with

the Board. Three Peaks, Iron Springs, and Fiddlers have grown significantly. Three Peaks is currently at 700 students. The district has seen slight enrollment decreases at East Elementary and Enoch Elementary. There are opportunities to shift boundaries and add temporary buildings until the bond projects are complete. The Board discussed the growth and the needs of the district. Mr. Staheli pointed out he would rather have space for growth rather than rebuild a new East Elementary. Mr. Corry indicated he leaned more toward building a new school to alleviate the heavy enrollment numbers at Iron Springs Elementary and Three Peaks Elementary. President Lambert pointed out the needs at East are serious and the new East Elementary will have increased capacity to allow for growth. She said the bond is addressing our needs right now with the ability to adjust the boundary to address growth. Mr. Brinkerhoff explained that changing projects now would convey to the public the Board is inept. Mr. Staheli indicated he called American Preparatory Academy and asked if they would be interested in taking the old East Elementary School if the district were to build a new school. Hunter Shaheen addressed life expectancy and referred to the district's 10 year plan that gives an overview of all facilities in the district and all their systems and components with each facility. Mr. Johnson inquired about a timeline for the buildings in the district and asked what the road map for the future looks like. Hunter Shaheen explained the national average for replacing a building is 40-50 years and the district has always expanded that. Hunter reminded the Board they do have the leverage to change bond projects even after the bond passes, if there is substantial growth. The change would require the super majority, four out of five, of the board members to agree to that. The Board continued the discussion and agreed to continue with the current bond projects as planned.

#### Board and Administration Evaluation Tools

Superintendent Hatch distributed the format for the board and administrator evaluations. He asked for time in the October work meeting to discuss and decide what information the Board would like to see on the evaluations.

#### ICSD District Mission Discussion

Superintendent Hatch continued a previous conversation on the district mission statement. He indicated he was contacted by a group of employees regarding a proposal for the mission statement. He presented the mission statement that was proposed: Iron County School District develops college and career readiness by BUILDING knowledge, skills and relationships for ALL. The Board discussed the statement and agreed the word "family" needed to be added. They agreed to: Iron County School District supports families in developing college and career readiness by BUILDING knowledge, skills and relationships for ALL. The Board agreed to bring the mission statement to the regular meeting next week for approval.

#### Classified Employees Job Classifications Discussion

Mr. Hess shared information on the classified employees job classifications. He explained that historically there has only been one grade level for aides on the salary schedule. He reviewed a proposal to add different pay grade levels for different positions. Mr. Hess indicated he looked at other districts' pay scales and almost all had different pay grades for aides. Janette Stubbs noted the behavior coaches will be a grade seven on the pay scale. The proposal will be on the agenda for approval next week. Once it is approved, pay will change, but will not be retroactive. Janette Stubbs reviewed the current rates for substitute teachers. She proposed an increase in

pay for non-certified subs from \$70 per day to \$85 per day. She also proposed an increase in pay from \$70 per day to \$90 per day for certified or retired teacher substitutes, with an additional \$10 per day after they have completed 30 assignments. She proposed a decrease in the long-term substitute rate to \$165 per day from \$192 per day. Janette reviewed the unfilled substitute data for the district and highlighted teacher absences. The change to the substitute rates will be brought back to the Board next week for approval in their regular meeting.

#### American Preparatory Academy Authorization Request

Superintendent Hatch informed the Board of a request for authorization from American Preparatory Academy. After a discussion the Board agreed it would be in their best interest to ask district legal counsel to attend the October meeting to explain the authorization. Superintendent Hatch agreed to reach out to Jordan School District for answers as to why they no longer authorize American Preparatory .

#### Policy Handbook Review

The following policies were presented for review: GBCB (Staff Conduct), GCD (Hiring Procedures), and GCI (Employment: Employee Transfers). Policies GCD (Hiring Procedures), and GCI (Employment: Employee Transfers) are up for a second reading in the regular meeting. President Lambert asked if the plan was to remove the blue jeans statement in the Staff Conduct policy, or revise the entire policy altogether. She indicated that she favored the policy stating "business attire" and then leaving it up to the administrators in each building to address when needed. The Board continued a discussion on the policy and asked Janette to bring a proposal to the October meeting.

At 7:48 p.m. Mr. Staheli moved to enter into a closed meeting to discuss pending or reasonably imminent litigation. Mr. Brinkerhoff 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

At 8:22 p.m. Mr. Brinkerhoff made a motion to come out of closed session. Mr. Johnson seconded the motion and the board members passed it unanimously.

President Lambert adjourned the meeting.

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Board President

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Business Administrator