

MINUTES OF THE WORK MEETING held Tuesday, May 11, 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; Todd Hess, Business Administrator; Kevin Garrett, Steve Burton, Roy Mathews, and Monica Torres were also present.

Ben Johnson offered the prayer.

Dave Staheli led the Pledge of Allegiance.

Board Training

Mr. Hess trained the Board on the Open and Public Meetings law. The Board is required to review the training annually.

Superintendent Selection Process

President Lambert reported the superintendent selection committee has reviewed the applications and made their recommendations. There is a special meeting scheduled at 11:00 am on Thursday, May 13th for the Board to meet in closed session to review the committee recommendations and select the applicants they would like to interview. She suggested the board members visit the district office to review the feedback from the committee prior to the special meeting. She expressed her appreciation for the committee members and the time they put into reviewing the applications. President Lambert reviewed the plan to conduct interviews by the end of next week and hold a special meeting at the end of the month to appoint a superintendent. Mr. Staheli asked questions regarding confidentiality. He addressed a breach of confidentiality and asked for clarification on who the board members can have conversations with, specifically if they can have conversations with committee members. Mr. Hess indicated the committee members were asked to not discuss the applications in an effort to make this process as independent and as confidential as possible. President Lambert expressed the importance of protecting the integrity of the candidates. She said she spoke with Richard Stowell, Executive Director at Utah School Boards Association, and he recommended not announcing the finalists or the members of the committee. The Board members discussed the number of questions they needed to bring to the interview. President Lambert suggested each board member bring two questions. She also suggested board members come to the special meeting on Thursday the 13th with the questions they would like to ask in an effort to eliminate the possibility of duplications. Mr. Staheli asked if it would be okay to come up with a question from each applicant's application. Mr. Brinkerhoff indicated all questions need to be written in advance, there should be no surprises. Mr. Corry suggested coming to the meeting on the 13th with four or five questions, in case there are duplicates.

Preliminary Budget Discussion

Business Administrator Mr. Hess presented information about the state and federal revenue budgets. He highlighted the General Fund Revenue and reported the legislature passed an increase to the weighted pupil unit (WPU) value by 5.92%. The June 2020 State Revenues came in at \$50,924,535 and the mid-year update was \$57,229,467.00. The mid-year increase was due to the addition of 1,400 plus online students. The June 2021 estimates from the state are \$62,300,247.00. This is an increase of almost 12 million dollars. After payments are made to My Tech High and Harmony Education, the district will show an estimated net increase of \$7,214,057.00 in state funds. Mr. Hess next reviewed the federal revenue. There were no noted increases from the previous year. Superintendent Dulaney pointed out the Strategic Plan, District Mission and Vision are used when determining how the funds are spent. Mr. Johnson said his fear is having online students coming back to school in the middle of the year and he asked if the district will be trying to account for that. He expressed his desire to err on the side of caution. Mr. Hess indicated teachers were not cut back, even though there were less students in some classes. If more online students come back to in-person school the teachers will be there and if not, we can rely on the mid year update to fund any needed teachers. He said a lot of the online students were never Iron County School District students to begin with. Mr. Hess reviewed local revenues. He said he has spoken with the Iron County Auditor and there are no estimates yet as far as growth in property taxes is concerned, but suggested the district plan on the same property tax revenue as last year (\$17,580,000). Other sources of local revenue include: local donations, community schools, sales of surplus property, etc. (\$1,300,000). He reviewed the expenditures. 90% of total expenditures are associated with payroll- 68.5% are for teachers, 9% for aides, 6% administrators, 3% district office, and 13.5% other (secretaries, custodial, maintenance, and bus garage employees. Child nutrition is not included in this fund. Mr. Hess next reviewed the budget priorities in the General Fund.

- Additional Staff
 - SEA (three new teachers & one administrative intern)
 - Technology (three and a half school Technology Specialists)
 - Online Programs (three SpEd Teachers, Counselor, Registrar, Coordinator)
 - District Office (HR Director)
 - Counselor (Improve ratios)
- Steps and Lanes and Increases to Base Salaries
- Employee Supports
- HR & Finance Systems
- Bond Election

Mr. Hess reviewed the ESSER II & III grants which include planning for instructional coaches, summer programs, extra days, professional development, classroom audio enhancement, improved/updated classroom technologies, and other supplies. Janette Stubbes reviewed the teacher directed process that was used to collect the data for the use of the grants. The instructional coaches will be a pilot program for the next two to three years or as long as the

ESSER grants continue. She pointed out if this is something the district would like to continue to utilize, funding will need to come from another source. Mr. Johnson asked if the extra days would be retroactive to make up for the time teachers have put into students who have been absent for one to two weeks at a time. Mr. Hess next reviewed the budget priorities in the Capital Fund. The ongoing priorities include: technology, fleet replacement, school equipment, and major repairs and maintenance. The new priorities include: custodial & maintenance equipment replacement, bus routing map updates, E-Valley kitchen floor, Parowan High bleachers, Cedar High Football bleachers, HVAC at Parowan schools, HVAC at Canyon View Middle School, Canyon View High School and Middle School parking lots, Parowan High School parking lot expansion, and Canyon View High ADA access to playing fields.

Late Start/Early Out Data

Mr. Corry reviewed data from the late start/early out survey that was sent out to parents, employees and students last week. The study showed that 20.12% of parents/guardians chose to keep late start Wednesday the same; 4.42% chose to change to early out Wednesday, with secondary being released at 12:30 and elementary at 1:30; and 75.46% chose to change to Friday early out with secondary being released at 12:30 and elementary at 1:30. Faculty and staff responses indicated 43.21% desired to keep it the same; 14.29% desired to change to early out Wednesday and 42.5% desired to change it to early out Friday. Students' responses were: 42.9% chose to keep it late start Wednesday; 4.62% chose to change to early out Wednesday and 53.09% chose to change to early out Friday. Mr. Mathews indicated Friday is a heavy absence day for our school district. That will have an effect on teacher collaboration time. He brought up the unintended consequences the past seven years and said there are benefits students have had with late start. Mr. Staheli mentioned the roll is called in the mornings in elementary schools and by Friday afternoon a lot of students leave for things like ball tournaments, etc. so they are missing Friday afternoon anyway. Mr. Johnson pointed out the importance of remembering why we have late start. He thanked the Board for protecting collaboration time. He reviewed the different needs in Parowan and asked directors to evaluate the unintended consequences and look at the impact it would have on individual schools to determine it doesn't take time away from teachers. Cedar High School Counselor asked for clarification on instruction time. She asked if the schedule is changed would we still be 20 minutes shorter of instructional time? Mr. Corry indicated that instruction time would be short 20 minutes, unless they cut out lunch and give students a packed lunch as they leave school. President Lambert recommended giving broad direction and allowing administrators to work out the different issues in their schools. Superintendent Dulaney reminded the Board that SWTech, SUCCESS, and all three high schools in the district have already finished getting their schedules out and there could be significant issues if we change before the beginning of next year. Superintendent asked the Board to clarify what they would like the district team to do in preparation for the regular meeting next week. The Board 's direction was to take the data and go back and look at scheduling and bring back the issues and challenges next week for the regular meeting. Mr. Staheli said he would be fine to take action next week with or without the information. He expressed his view that the district can be creative in how they structure the schedules to alleviate the loss of instruction time. Mr. Johnson expressed his opinion that the Board needs to hear the impact on the individual student if they choose to rush the schedule change. He said it won't necessarily change the direction the Board would like to go, but the

timing of the direction. Roy Mathews agreed to meet with counselors and administrators before the next meeting.

SEA Alternative Education Programs

Mr. Staheli reported that he had received an invitation to attend a meeting with the counselors in the district regarding the needs for alternative programs. He reviewed with the Board four main items that were discussed in the meeting: the need for a facility and staffing for SEA (9-12); K-12 student counselor ratios evaluated; behavior programs for severely emotionally disturbed students; and an adoption of a suitable SEL program. President Lambert pointed out the Board has discussed the possibility of a building for alternative programs in multiple meetings and it is on the proposed bond project list. KarriAnn Raddon, Counselor at Canyon View High School, said the greatest need at Canyon View is in 9th and 10th grade. There are an estimated 25-30 students in 9th and 10th grade who have had to choose SPARK or MENTOR because there were no other interventions available. These students were either not attending school or they were failing classes. Natasha Tebbs, Cedar High School Counselor, indicated the counselors were aware of the Board's previous discussions regarding the possibility of an alternative education building and said they were under the impression that Mr. Staheli initiated the meeting with the counselors, not the other way around. In regards to counselor to student ratios, Kari Ann indicated the State of Utah's recommendation at a high school level is 350 students to one counselor. She said that as of right now Canyon View High School is just short of this recommendation at 390 to 1, and Cedar High School is at 412 to 1. Elementaries ratios are at 1,400 to 1. KariAnn discussed the need for behavior programs for severe and emotionally disturbed students. She pointed out there are so many kids with trauma and kids have a hard time learning when they come from traumatic backgrounds. We need a safe place for these kids to go and learn beyond what a wellness room can provide. Mr. Staheli said one of the strong points the counselors made in the meeting was that when emotionally disturbed students act out in the classroom it can be traumatizing for the other students in the room. There is a need for these students to have somewhere to go so they aren't disrupting class time for other students and classroom protocols can continue. Mr. Garrett pointed out the fact that this is not just a school issue, it is a community issue. He discussed the possibility of creating behavior rooms for those students who have severe behavior issues. Hunter Shaheen indicated this has been discussed and the issue is with the lack of space to implement the behavior rooms. Mr. Johnson commented that the State has begun to realize the need for mental health resources, especially with the mental health challenges in rural areas, and hopefully some collaboration there will help to create resources. Mr. Staheli expressed the desire to implement a suitable Social and Emotional Learning (SEL) program. KarriAnn indicated it is part of the comp guidance program that they have to provide a guidance curriculum. When we asked for that it was just for resources and for online. On a high school level, we've built it on CANVAS and worked it through FLEX. They are simple lessons the counselors have put together. It takes a lot of time to write the lessons. Unintended consequence due to the conversations previously with the Board is there is a negative connotation to social and emotional learning so now we have to rewrite it. Came to a screeching halt and now we're afraid to teach anything. Mr. Staheli reiterated his desire to work together to develop solutions and, in coordination with counselors, to establish a timeline of benchmarks. President Lambert thanked the counselors for their input. She suggested the Board tour the alternative school, Millcreek High School, in Washington County in the fall. Mr. Mathews spoke of the importance of alternative programs. Mr. Garrett said

as long as it is a priority to all of us anything can be accomplished. We can move mountains as a group. Mr. Staheli spoke of the importance of reaching out to those in need. Mr. Johnson spoke of the importance of the Board having conversations that include everyone involved and not pulling the rug out on teachers. We don't want teachers to feel like they don't know what they are supposed to be teaching after listening to a board meeting.

Policy Handbook Review

The Board reviewed the following policies: Student Advisory Council Policy and DA (Fiscal Policies and Accountability). Policy DA is on the agenda for a first reading in the regular meeting. The Student Advisory Council Policy is on the agenda for a second reading in the regular meeting.

At 6:54 pm Mr. Brinkerhoff moved to have the Board enter into a closed meeting for the purpose of discussing the character, professional competence, or physical or mental health of one or more individuals employed in the District. Mr. Johnson 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

The following persons were present for the closed session: Jeff Corry, Dave Staheli, Dale Brinkerhoff, Michelle Lambert, Todd Hess, Shannon Dulaney, and Janette Stubbs. Board member Ben Johnson recused himself.

At 7:02 pm President Lambert moved to come out of the closed session. Mr. Brinkerhoff seconded the motion and the board members passed unanimously.

At 7:03 pm Mr. Brinkerhoff moved to have the Board enter into a closed meeting for the purpose of discussing pending or reasonably imminent litigation. Mr. Corry seconded the motion. By voice vote the board members voted as follows:

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

The following persons were present for the closed session: Jeff Corry, Ben Johnson, Dave Staheli, Dale Brinkerhoff, Michelle Lambert, Todd Hess, Shannon Dulaney, and Janette Stubbs.

At 7:08 pm Mr. Brinkerhoff moved to come out of the closed session. Mr. Staheli seconded the motion and the board members passed unanimously.


At 7:09 pm Mr. Staheli moved to have the Board enter into a closed meeting for the purpose of discussing collective bargaining. Mr. Johnson seconded the motion. By voice vote the board members voted as follows:

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

The following persons were present for the closed session: Jeff Corry, Dave Staheli, Dale Brinkerhoff, Ben Johnson, Michelle Lambert, Todd Hess, Shannon Dulaney, and Janette Stubbs.

At 8:13 pm President Lambert moved to come out of the closed session. Mr. Brinkerhoff seconded the motion and the board members passed unanimously.

President Lambert adjourned the meeting.



Board President



Business Administrator