

MINUTES OF THE REGULAR MEETING of the Board held Tuesday, September 28, 2021 at 6:00 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, Dave Staheli, Dale Brinkerhoff, Ben Johnson, and Jeff Corry. Lance Hatch, Superintendent; Todd Hess, Business Administrator; Kevin Garrett, Steve Burton, Roy Mathews, Janette Stubbs, and Monica Torres were also present.

President Lambert began the regular meeting at 6:05 p.m.

Mr. Brinkerhoff moved to approve the minutes from the August 17, 2021 and August 24, 2021 meetings. Mr. Johnson seconded the motion and the board members passed it unanimously.

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

Public Input

Mr. Corry spoke to the Board on the proposed three days of professional development for teachers that will be voted on later on in the meeting. He gave a brief synopsis of the reduction of instruction time that has taken place in secondary schools in the past 22 years. In 1998-99 the Iron County School District went to a block schedule. This was brought to us by an administrator in the district office. The block schedule was brought to the district for the high schools and with this schedule an extra class was allowed to be taught- four classes a day each being 87 minutes long. Time was decreased for each class by 3.5 minutes. Over the course of a year 9.3 hrs of class time was lost. Fast forward to 2014 when a district administrator brought us late start Wednesday where school started at 9:40 am instead of 7:50 am. Instruction time was lost again. 69.3 hours of instruction time a year was taken from teachers. Fast forward again to 2018-2021 when CHS was mandated to have XLT's, known as intervention time. Besides the late start we have this XLT for four days a week for 40 minutes. That is 160 minutes a week. If students are tagged they go to their teacher for help, if not they stay in their room and study. That is in effect still today, it is called FLEX time at Canyon View High School and XLT at Cedar High School. Right now, 120 hours a year have been taken from instruction time. He said he has had people comment for and against the proposal to give teachers three days without students to analyze data and work in their PLC groups. He read an email from a teacher who expressed their concern with the loss of instruction time and the impact it will have. Another teacher said the three days weren't put in at the beginning of the year so don't put them in now. Teachers don't need more prep time and students don't need less class time. Mr. Corry said the board members and administrators here today should be the gatekeepers of instruction time. Teachers should not have to fight for instruction time in this district.

Volney Morin spoke of three tragic events in American history: Battle at Wounded Knee; Mountain Meadow Massacre; and the transportation of men, women and children from Africa to become slaves. He explained the things these events had in common and indicated the cycle of human degradation still exists. It exists in this district and when it happened, the district tried to cover it up. He referred to an inappropriate social media post by a teacher in the district and the subsequent investigation. He asked if this is the way our children are left unprotected from ideas of murder from district teachers, how can we trust them to wisely spend almost \$70 million? To restore trust, he suggested a hearing be convened to examine this situation as well as the cover up that followed. He addressed the fact that the Board will be considering a mission statement. Neither the statement the teacher posted online nor the subsequent cover up can be consistent with whatever mission statement is adopted.

Ann Clark, a retired teacher from California, said she agreed with Jeff Corry. There are so many state standards you can't possibly teach them all anyway and when you cut out instruction time it is hurting children. She spoke of her experience teaching in California and explained that when they did PLC's they were paid an extra hour to meet after school one day a week to review data. She said it has always been very interesting to her that we cut out a half day of instructional time to give teachers time to do this. If you took some of that money and paid them to stay after school they would accept that, instead we take a full half a day. Teachers are so tired of teaching on Fridays that they don't have the mental capacity to go over all the things. She said when they did teacher development in California they did it during the summer and were paid for those days so it didn't take away from instructional time and that's what she suggested we need to do in this district.

Eddie Meredith writes for Iron County Today and retired five years ago as a teacher in Los Angeles. She said the more instructional time the better. Teachers need a lot of support. Teaching is a very difficult and very challenging job. Support the teachers and give them everything they need and get rid of bad teachers, don't hide them under a barrel.

Richard Jensen said he was in favor of the three extra days. He said he was looking forward to the extra days off with his kids and is encouraged to know the teachers want those three extra days with his kids too. He addressed CCR week and spoke about his daughter who is a bit behind because of a house fire destroying everything. He said he didn't get a chance to visit with her reading and math teachers. Appointments can be made, but that takes more time. He would like to talk to his kids' teachers about their problems without it being a burden on the teacher.

Megan Moses thanked Jeff Corry for his remarks regarding the three extra days. When you set the schedule in place before the school year starts you have to realize that parents, coaches, and teachers schedule their life around the school schedule. When you go in later and change it, it messes with a lot of peoples schedules. She voted for not messing with the school schedule. As a coach of the swim team she has heard from parents who have expressed dislike for their kids getting out of school at 1:30 when practice can't even start until 3:30. Another concern is there is no bus transportation for Cedar High School swimmers to the pool. Academics is first, school is first. There doesn't need to be a huge gap of time between school and practice.

Business Administrator's Report

Mr. Hess shared the business administrator report. He gave a brief report on the various business areas in the district. He reported that transportation departments across the nation are experiencing driver shortages, however our transportation department has not had to cancel a single route due to driver shortages. The district will be looking for additional substitute bus drivers over the next few weeks to fill in any gaps. We had a Security review with the Department of Homeland Security and came out with good results. In the Technology Department he reported they added wifi access to a number of buses so students can access homework online during bus trips. The additional tech support in secondary schools has been great, but we are seeing a need for support in our elementary schools. He reported a lot of the tech equipment that was approved in the ESSER II plans has been ordered, but we are running into some supply chain issues. In the Child Nutrition Department we are dealing with challenges in the food supply chain as well. This is a nation-wide issue. The nutrition department is asking for patience as they make changes, as needed. The business office will be implementing the new Human Resources Management System soon. The Canyon View High School HVAC project will be starting on October 4th. Roofing projects are now underway and slowly being done. Asphalt projects are all complete. He reported the Cedar High School Girls' Locker Room is complete except for the installation of the lockers, due to shipment delays. They are still able to use the locker room. With the Access Control Systems project, he reported they are working currently on one system that works with all our networking and security protocols. We are hoping to get things going on that project by November.

Superintendent's Report

Superintendent Hatch reported on efforts being made on the bond. He shared all of the community groups that have been visited so far and the groups that have upcoming appointments. He shared the videos that are complete for the bond and explained the plan to share them with the public.

2021-2022 Calendar Adjustment Approval

Superintendent Hatch briefly reviewed the purpose of the calendar adjustment proposal. He explained the purpose for the change is not to try and harm students. We are in the business of trying to improve schools. Our role is to be very clear on expectations and make sure people have the skills and knowledge base to do the best job they can. He explained that as he worked with the schools to write improvement plans and set rigorous goals he realized that if we are going to expect them to meet their goals we need to help them find the time to work on them. He explained that in every district he has ever worked in he has had the ability to use professional development days to help the schools move forward. The goal is to improve and do it in a process that makes sense. He reviewed the Iron Growth Cycle. Schools have worked hard to set their SMART goals. School-wide goals require monitoring and periodic reflection and adjustment. School-wide efforts require all educators at the site to be involved. School wide improvement requires ongoing professional development, not just one "drive-by" Professional Development. He said we feel responsible to provide the time schools need to do the work necessary to meet their school-wide goals. Mr. Staheli thanked Superintendent Hatch for his explanation. The Board members discussed their concerns and ideas for making this process work. Mr. Johnson made a motion to approve the calendar change affording the time for the

professional development days for our teachers for October 22nd, January 4th, and March 11th. Mr. Corry mentioned January 4th is not a Friday. The Board continued the discussion. President Lambert seconded the motion. By voice vote the board members voted as follows:

Ben Johnson - aye

Dave Staheli - nay

Michelle Lambert - aye

Dale Brinkerhoff - aye

Jeff Corry - nay

The motion passed.

ICSD Mission Approval

Mr. Johnson made a motion to approve the mission statement as written. Mr. Corry seconded the motion. Mr. Staheli mentioned he wanted to make sure the word “relationships” is defined correctly and not put a green light on some of the national trends that are coming through the transformative SEL programs that are put out there because they are very dangerous. The board passed the motion unanimously.

Classified Employee Job Classification Approval

Mr. Hess indicated there needs to be changes made to the classified employee job classification proposal he brought to the Board last week and he plans to bring those changes to the October meeting. For this meeting he proposed adding the position of registered behavior technician to the classified employee schedule as a grade 7. Mr. Johnson made a motion to move the registered behavior technician to a grade 7 on the classified job scale. Mr. Brinkerhoff seconded the motion and the board members passed unanimously.

Substitute Pay Scale Approval

Janett Stubbs reviewed the proposal to increase the non certified substitute rate from \$70 to \$85 per day, increase certified or retired substitute rate from \$70 to \$90 per day- with an additional \$10 a day after they have completed 30 assignments, and decrease long-term rate to \$165 per day. Mr. Johnson made a motion to approve the substitute pay scale as presented. Mr. Staheli seconded the motion and the board members passed it unanimously,

Policy Handbook

The following policies were presented as a second reading: GCD (Hiring Procedures), and GCI (Employment: Employee Transfers)

Mr. Corry moved to approve policies GCD and GCI and have them added to the policy handbook. President Lambert seconded the motion. The Board discussed a bullet point under the section “Candidate Selection” and agreed to change the section to read “After the interview process, the supervisor, with feedback from the committee will select a candidate and inform the Superintendent or Superintendent’s designee and the Director of Human Resources of the selection and the committee’s conclusion”. Mr. Corry withdrew his motion.

Mr. Corry made the motion to approve policy GCD (Hiring Procedures) with the suggested adjustment. Mr. Johnson seconded the motion and the board members passed it unanimously.

Mr. Staheli moved to approve GCI and have it added to the policy handbook. Mr. Johnson seconded the motion and the board passed unanimously.

President Lambert called for a three minute recess.

At 7:47 pm Mr. Brinkerhoff moved to enter into a closed meeting to discuss pending or reasonably imminent litigation. Mr. Staheli seconded the motion. By voice vote the board members voted as follows:

Jeff Corry - Aye

Ben Johnson - Aye

Dave Staheli - Aye

Michelle Lambert - Aye

Dale Brinkerhoff - Aye

At 8:08 pm Mr. Brinkerhoff moved to come out of the closed session. Mr. Staheli seconded the motion.

President Lambert adjourned the meeting.

Board President

Business Administrator