

MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING held Tuesday, January 26, 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, 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. Board Member Dale Brinkerhoff 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.

Torrie Rice offered the thought.

Principal Paula Burgoyne led the Pledge of Allegiance.

Minutes of the Regular Board of Education meeting held on Tuesday, December 15, 2020 and the Special Meeting held on Tuesday, January 5, 2021 were approved on a motion made by Mr. Corry. Mr. Staheli seconded the motion and the board members passed it unanimously.

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

The Board recognized the Cedar High School Latinos in Action Club. Karen Johnson introduced Marissa Brady, teacher at Cedar High School and advisor to the Latinos in Action Club; and Madison Sheffer, President of the club. The students entered a video service contest sponsored by UEN. They were encouraged to create a video that would inspire others by telling stories of service using digital video. Madison and the other students created a video titled "CHS LIA Food Drive". The video was selected as the best of the state. The Board congratulated them on their achievement.

Principal Burgoyne recognized Kimball Weaver with the volunteer of the year award. Mr. Weaver has worked with several different grades for the past several years. He is a very good listener who gives students the opportunity to communicate with him if they need to be heard. Even with all of the COVID regulations he has not let that stop him. His consistent positive attitude is very refreshing and students and teachers alike enjoy his service.

Principal Burgoyne presented the employee of the year award to Camille Dumas and Kaylynn Robinson. Principal Burgoyne explained that throughout the challenges of COVID they have completely changed the way they teach to create a safe environment for students. She expressed her appreciation to Camille and Kaylynn for their dedicated service.

Principal Burgoyne presented the school report for Three Peaks Elementary. She concentrated on the necessary changes that have been made in order to stay in school and the continued resilience of students and teachers. She presented a video highlighting the amazing things happening at Three Peaks Elementary. Principal Burgoyne invited the Board to visit her school. The Board thanked her for her report.

The board meeting time was next made available for public input to address items not already listed on the published agenda.

Angie Benson, parent and teacher at Parowan Elementary for 27 years, reported hearing from a 1st grade teacher who uses the Suite 360 and loves it. She had the ability to choose how she taught the lessons and ... them to her classroom needs. She spoke of the changes in language arts. She also spoke of a Kindergarten teacher of 30 years who struggled through CKLA the first year but once she learned the curriculum and content she loved it. Today I was an awesome teacher who got to teach history in a reading lesson. Depending on attitudes change can be very hard. It takes 30 years for current research to reach the classroom. When you know better you do better. She compared research and technology in education to farmers who use research and technology in farming. Farmers wouldn't want to go back to the old ways of farming because it isn't

Andrea Nelson is a concerned citizen for public schools. She quoted state code 53e2-201 which reads: "Parents have the primary responsibility for the education of their children and elect representatives in the Legislature and on state and local school boards to administer the state public education system, which provides extensive support and assistance. All children of the state are entitled to a free elementary and secondary public education as provided in Utah Constitution". She said parents are in charge of their student's education and public schools are here to facilitate. She said the people aren't bad, the systems in education are bad and trust has been misplaced. Just because families aren't the same as they were in the 1960's doesn't mean the government should take over. She read a warning given in 1995 that the disintegration of a family will bring upon individuals, communities, and nations the calamities foretold by ancient and modern prophets. We need to do what is best for our values and our community and transparency is required. Parents need to ask more questions and the district needs to be more proactive. Parents are asking questions not because they are out to get anybody, they are trying to figure out how we got where we are, it is not a good place. She ended by quoting a portion of Michael Chrichton's, Jurassic Park filmmaker, speech titled, "Aliens Cause Global Warming".

Ashley Peterson, Literacy Specialist at Iron County School District, addressed the Board and asked them a variety of questions regarding their knowledge in literacy. She asked if the Board knew what grade level a person must read on in order to function in day to day activities that are required in society? She informed them the answer is fourth grade. She said that 25% of adults cannot read on that level due to old school education and previous ways of teaching reading. That is exactly the fate we are subjecting our children and students to if we go back to the old ways of doing things. When we know better we should do better. She said the comment that was made last meeting, leaving it to the professionals was something you did not want to hear, was extremely offensive to those who have spent years and money furthering their education and knowledge. She listed her achievements that include a masters degree, an administrative

endorsement, a level I reading endorsement, a level II reading endorsement, certification in multiple levels of reading interventions and tier I reading practices. She is currently working on certification in the scientifically research language essentials of teaching reading and spelling. She expressed her excitement that the Board is planning a listening tour and encouraged them to listen to all teachers and not just the ones who feed nicely into your own personal beliefs or agendas.

Emily Green addressed the Board as a parent and spoke about her concern with the shift toward social emotional learning. She said there are many red flags with Suite 360. It measures a student's values, attitudes and behaviors and a child's world view can be shaped over time. Assessment measurement allows assessment companies to share. Parents don't see online assessments content due to vendor contracts and the assessments are computer adapted. She said during a child's 13 years in education they are being taught social emotional behaviors. Suite 360 opens the door to allow the behaviors, cultural beliefs and value systems of our children to be assessed in Data Mind. Are we willing to allow those programs in our schools? She said in the Suite 360 program family and caregivers are being replaced by the school and classroom. She asked the Board to consider where we are going with this program.

Michael Gray, parent of six students in ICSD schools echoed the words of Emily Green. He explained that he moved his family here from Seattle and said the schools there are bad. The district they were in spent a lot of time on SEL stuff and the kids didn't get an education because of it. He encouraged the Board to consider what SEL will look like in ten years. He said he and his wife will teach his children values at home and asked the school board and district to stay out.

Eric Bonnet is a social worker at North Elementary and East Elementary. He indicated he has been using Suite 360 with both schools. He has been working in the district for three years. He said he felt like there was a lot of misinformation in the discussion last week regarding social and emotional learning and Suite 360. He reported the first year he was inundated with students and groups to the point he was not effective. He said he is a licensed therapist and wanted to make clear that none of the circles have ever been therapeutic in nature. Until you have sat down across from students and completed suicide assessments this is one tool that helps students who are on the edge who may not have family support at home. He indicated his belief that the family is the number one place we should be teaching this, there is an option for parents and teachers to work together. Parents can see the lessons that were picked out by the teachers and go through those lessons with their children. There is a pre-assessment and post assessment, just like in math and reading. There are no psychological questions. He said he sat on the panel that reviewed different programs and this one fit. It's easy to use and teachers don't have to spend hours and hours teaching social skills or helping the few kids in the class that are disrupting the rest of the class. He read a comment from a teacher supporting the program. He expressed willingness to sit with board members and parents to review the lesson plans.

Clay Carter is a teacher at North Elementary. He said he has felt impressed that a school teacher could come up and address the Board because teachers are the people on the frontline. He said UEA did a survey regarding teaching during covid and it showed 85% of teachers said

they felt anxiety about teaching at this time. This is a hard time to start new programs. He said balance feels best and that's what we need. It seems like everyone is upset in the country and we need balance. He expressed appreciation to Ashley Peterson for her comments and encouraged teachers to come and share what they know with the Board. He said experience counts, but we can be open to new programs. These programs don't have to be the only tool we use. There needs to be balance.

Mr. Hess presented the business administrator report. He reported we are well within budget constraints for the year so far in all funds. The district has been providing food services, free of charge, to all students due to some allowances under COVID. He reported the district will be getting just over \$6 million in SR2 funds. The grant is restricted as to its use. We are working on plans to meet those restrictions. More specifics will be coming out in the future. Mr. Johnson asked if technology would be included. Mr. Hess indicated the grant will include technology and activities associated with facilities. Mr. Corry asked if funding for free breakfasts will still be coming. Yes, the funds are coming from the federal government and will still come through the end of the school year.

Janette Stubbs reviewed the process of curriculum adoption in the district. She asked the Board if they would like to view the video that is linked on the website on the processes of how the curriculum has been adopted in the past. She informed the Board she is currently working on a new curriculum adoption policy. Mr. Johnson asked if parents have been involved in the curriculum adoption process. Janette indicated over the last few years we have had a lot more parent involvement and a lot more need for parent involvement. She said that through the Suite 360 process they reached out to parents and community councils and had no one who was interested in participating. Mr. Johnson also asked what time of year the adoption process usually takes place? With Suite 360 the grant came through at the beginning of the year so the process took place then. Generally, the curriculum adoption process takes about a year to complete. Mr. Staheli said it's important to know there was a process that was put in place and followed and thanked Janette for her preparation. He asked to digest this information as a board before bringing the draft policy for a first reading. Mr. Corry asked if there is more parent input in other subjects like math? Mr. Burton explained that they spent hours looking through sample policies and it will be much appreciated to have a curriculum adoption policy in place. In the draft policy it indicates there will be an adoption committee of at least two parents, two members of the community, two teachers, two administrators, district curriculum specialists, district executive director, and looking at the possibility of a board member. He explained the issue with having a board member sit on the adoption committee is if there is an appeal process the board member who sits on the adoption committee could not participate in the appeal process. The Board will continue the discussion in the next work meeting.

Janette Stubbs reviewed the district Grievance Policy (GBM). She indicated the district's legal counsel is available to take any questions from the Board. She reviewed the process that is outlined in the policy that an employee follows when they have a grievance. She indicated she and Mr. Hess met with all of the supervisors and informed them we are developing a training for all employees, including administrators and supervisors, that an employer may not take an adverse action against an employee because the employee participates or gives information in an investigation, hearing, court presiding, legislative or other inquiry, or other form of

administrative review held by public policy. She said this goes along with the whistleblower policy but it is good practice that goes along with any grievance that comes along. Mr. Staheli asked if this would protect a teacher that wanted to speak to the Board to express concerns? Janette indicated they would be protected. If an employee goes directly to a board member with a concern it could be a direct violation of the grievance policy and if that policy were to be followed through to the final appeal of the Board, that board member would have to remove themselves because it would be a conflict of interest. Janette suggested maybe having an internal hotline that is anonymous for employees to express concerns or ask questions and putting that either in the grievance policy or another policy. Mr. Corry expressed he is on board with people being able to express themselves without any fear whatsoever. Mrs. Lambert thanked Janette for putting together the employee training.

Mr. Staheli moved to approve the amended 2021 Board Schedule. Mr. Corry seconded the motion and the board members passed it unanimously.

Mr. Staheli indicated the previous discussion on Suite 360 wasn't had because administrators did something wrong. In the previous meeting he had proposed suspending the program, but would now like to take a step back and follow the adoption process once the curriculum adoption policy is adopted. He asked that in the meantime, teachers and administrators be careful that they are not performing unethical data gathering or grooming children in their thought processes in any way. He said there is some concern that SEL and Suite 360 leave the family out of the discussion as far as lessons are concerned. He suggested teachers reiterating the fact that families are your most important foundation in the child's life even if it requires a teacher to go outside the fidelity of the lesson. It is not illegal to say your faith is also a place you should look. He withdrew the action item on Suite 360.

President Lambert distributed and reviewed a timeline in regard to discussing board priorities. The curriculum adoption process and policy discussion will continue in February. Along with a freedom to speak/whistleblower policy follow up and facilitating needs and bond discussion. She said she felt March would be a good time to begin conversation on late start, xlt and flex time. She reminded the Board that these topics processes and topics were months and years in the making and will require more than 30 minutes in a work meeting, but this gives us a starting place. The Cedar High mascot discussion is scheduled for April. Mr. Staheli requested taking the word "mascot" off and adding "symbol" instead. Mr. Corry asked what happens with voting when a board member is absent. President Lambert indicated that if there is a tie then it fails. Mr. Johnson mentioned that with all of these priorities it is important for the district to be a part of the conversation so we understand what the impact of our decisions will be. Work together as a team effectively. President Lambert suggested prioritizing items that have a deadline and need to be in place by the time school starts. Mr. Staheli suggested putting Suite 360 on the schedule as soon as the adoption policy is approved. President Lambert suggested putting the schedule of board priorities on the website for the public to see. Mr. Corry asked that standards based grading be discussed earlier than June. President Lambert and Mr. Staheli suggested leaving it in June. Mr. Mathews indicated he has been working on one of Mr. Brinkerhoff's priorities regarding law enforcement accessing school cameras. The Board agreed to the board priority schedule.

Mr. Hess presented a resolution titled District Paid Time-Off for Non-Benefited Employees During Quarantine. The resolution would allow the district to continue to provide paid time off to part-time employees who are subject to quarantine. Mr. Johnson made a motion to approve the Board resolution dated January 26, 2021, District Paid Time-Off for Non-Benefited Employees. Mr. Corry seconded the motion and the board members passed it unanimously.

Mr. Hess asked the Board for a motion to approve the extension of educator bonus to include all classified employees. Mr. Johnson moved to approve the payment of the amount equal to the educator bonus as proposed by the Governor and Utah State Legislature to all district employees who do not qualify for the payment, such as bonuses from the State of Utah. This payment will only be paid when and if it is passed by the Utah State Legislature and signed by the Governor. President Lambert seconded the motion and the board members passed it unanimously.

President Lambert moved to approve an LEA Specific License for Cynthia Draper, Eric Allred and Alyssa Robertson. Mr. Staheli seconded the motion and the board members passed it unanimously.

The following policies were presented for a first reading: Statement of Policy - Parent Grievance Policy and BD (Board Meeting Policy). The requested changes will be made to the policies and they will come back next month for a second reading.

Policy IKH (Learner Validated Programs and Attendance Policy) was presented as a second reading. Mr. Johnson moved to approve policy IKH (Learner Validated Programs and Attendance Policy) and have it added to the Policy Handbook. Mr. Corry Seconded the motion and the board members passed it unanimously.

At 8:38 p.m. President Lambert concluded the meeting.

  
Board President

  
Business Administrator