

MINUTES OF THE WORK MEETING held Tuesday, June 15, 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.

Steve Burton offered the prayer.

Ben Johnson led the Pledge of Allegiance.

Board Training

President Lambert trained on Chapter four, Community Leadership, in *The Key Work of School Boards*.

July Board Meeting Discussion

President Lambert led a discussion on the July board meeting schedule. She suggested holding only one meeting in July and taking more of a workshop approach to the meeting. She explained that this may be a good time to take an overall look at things with the new superintendent. She explained that in the past the July meeting has been a time to review past goals and set goals for the new year. Mr. Corry expressed his desire to hold both meetings because the Board is already behind a couple of months. Mr. Johnson indicated he would like the opportunity to sit down with the new superintendent and collaborate in a work meeting. He expressed the importance of the Board setting goals that are agreed upon. Mr. Staheli indicated he would rather sit down with the superintendent in an extra meeting and hold the work and regular meetings as usual. Mr. Brinkerhoff said one meeting is plenty. It was decided to hold a work meeting beginning at noon on the 27th of July and a short regular meeting the same day at 5:00 pm.

Review of Proposed 2021-2022 Budget and Amendments to the 2020-2021 Budget

Business Administrator Mr. Hess highlighted the proposed 2021-2022 budget in preparation for the budget hearing on June 22nd. The Board previously received a copy of the proposed budget for review and the budget documents have been posted to the district website. He reviewed the General Fund revenues and proposed an amendment to the FY 2021 budget to adjust for changes in what was originally budgeted compared to revenues that are estimated to come in at the end of the year. He explained the big change on the local side is the drop from the original budget to the final amended budget is due to interest income and reduced interest rates on the PTIF funding.

Joint and Several Liability Agreement with Cedar City Corporation regarding Fireworks

Mr. Hess led a follow-up discussion from the previous month regarding a proposed agreement with Cedar City Corporation regarding fireworks. He indicated the city sent a joint and several liability agreement. The Board discussed the agreement and it was decided they will approve it in the regular meeting next week after legal counsel reviews it.

Suite360 Presentation

Kevin Garrett explained that in June and July of 2020 a committee of 20-30 individuals reviewed the responses to an RFP that was put out for a social and emotional curriculum program. The committee was composed of district social workers, counselors, administrators and parents. The program they chose was Suite360. In January of this year the Board asked the district to slow down and to vet the program even more. Kevin explained he wanted the Board to hear directly from Suite360 as to what the program offers. President Lambert announced this presentation is for the Board, but there will be a parent meeting tomorrow night at the district office. She encouraged parents who have questions regarding the Suite360 program to come to the meeting. Kevin introduced Chris Riley, Chief Operating Officer of Suite360. Chris presented information on the history of social and emotional learning and the purpose of Suite360. He explained each school has the ability to customize the program to fit their needs. Board members asked questions and discussed the information presented. Mr. Brinkerhoff asked how much of this makes sense for students in Iron County. Kevin indicated he has not seen one thing in the program that would be a detriment to students in Iron County. He explained he has gone through a considerable amount of lessons and feels very comfortable with what the program has to offer. Mr. Corry asked what social and emotional programs have been used in the past. Mr. Burton reviewed programs that the district has used and explained the district has not had a program like this for interventions and students who need reinforcements, that's why this is so important. Mr. Johnson asked how Suite360 combats pushing political agendas to our students within the program. Chris indicated the company tries to walk a very fine line and ultimately stay as neutral as possible. The schools have the ability to customize the lesson plans to their liking. Mr. Corry asked how a school reconciles the time spent on social and emotional development and the direct time conflict with academics? Chris mentioned teachers spend a significant amount of time getting students ready to learn and dealing with behavior issues. The Suite360 lessons are meant to be part of the school day and run anywhere between eight and 19 minutes long. The goal is to alleviate the time teachers spend on behavior issues and to prepare a successful learning environment for students. Mr. Staheli asked if the program is designed to take out teacher bias then whose bias is it? Is data kept in each student's data backpack? He expressed his concern with how a school can keep up with all of the changing lessons. How does a district manage all of the information that is available in 360? Chris indicated the bias is that of the content director, which eliminates hundreds of biases of every teacher. As far as data and data backpack, Suite360 doesn't feed data to the data backpack or to any other source. New content is being developed all the time to address issues students face. The library is controlled by the school. Typically, the counselors decide what is pushed out to students and the parents have access to students' content. Mr. Staheli asked about circles in the classroom and if that is a part of the program? Chris indicated no, circles are not encouraged through the Suite360 curriculum. The Board thanked Chris for his presentation.

Redmen Presentations

President Lambert explained two groups previously requested to address the Board regarding the Cedar High School mascot. Kailey Gilbert, a 2021 graduate of Cedar High School, led the group of Cedar High School students in a presentation on why they would like to keep the Reds name. She acknowledged both groups presenting today come from different perspectives, but both just want what is best for students. She emphasized the importance of keeping the discussion civil at all costs. Cedar High student Noah Denhalter presented information on the mental health side of the mascot issue. Students have gone through non-stop change including XLT, mascot change and Covid. He said studies show that students benefit from consistency and changing the mascot yet again would not be a positive thing. Cedar High students Erika Marchant and Isaac Everett highlighted the new mascot and how students have rallied around and embraced it. Isaac explained that the new mascot represents respect, accountability, integrity and responsibility. Kailey Gilbert read a speech written by Cedar High cheerleader and spirit representative for the student body, Hallie Bronson. Hallie experienced two years with the Redmen name and two years with the Reds name. She shared an experience the cheer team had at cheer camp in 2017 when they dressed up on theme night as young American Indian girls. This was a long time tradition for the cheer team. She explained her fear as the pictures of the cheerleaders were ridiculed and mocked on social media by people across the country. She reported the difference when the cheerleaders posted pictures as the Reds, virtually no negative comments. She said the students attending school now should be the ones deciding what the mascot is. She asked the Board to think about the lives this could affect and to give the students a break. Kailey reported the harmful effects of changing the mascot back. Society is shifting and even though the Redmen mascot wasn't meant to be racially prejudiced when it was first implemented and was a symbol of pride for years, society has been shifting. Schools around the nation are changing to avoid discrimination. Cedar High does not stand for discrimination and disrespect. She explained her experience sitting on the mascot change committee as a student who was excited and proud to be a Redmen. She said the school board's job is to advocate for the students and the community and the mascot should not be prioritized with all the other issues students are facing. Students are succeeding and our school spirit is strong. There is no logical reason to change the mascot back other than tradition. The heart of our school lies not within the mascot, but with our students. President Lambert and Mr. Johnson praised the students for taking the time in the summer to present to the Board.

Mr. Corry presented next and highlighted the Redmen name. He gave the history of where the name came from and imagery associated with the name throughout the years. He spoke of the honor of receiving the Redmen Pride Award that was given to six Cedar High students a month. He suggested the Board change the name back to Redmen. He introduced Renae Pete and Merillee Hamm to continue the presentation. Renae and Merillee spoke of the importance of re-educating, re-inspiring, re-engaging, rebuilding, and reinstating the Redmen name. Merillee pointed out there are schools in the country who have changed their name and then reinstated it because that is what the community wanted. Andrea Nelson presented on the influence Native Americans have had throughout history. She said we are a Native American centric country and state. She spoke of the history of the name Redmen and said we should not allow other people from other cities or counties to define who we are. We need to teach them who we are. Renae Pete, a member of the Cedar Band Paiutes, informed the Board of her family heritage and the significance of the Redmen name. She spoke of her ancestors and her desire to reinstate the

Redmen name. Cason Deschine, Cedar High graduate, read the story of Jim Thorpe. He said he felt very prideful when he played football as a Redmen. At that time we had a very positive environment. He spoke of the political polarization that is happening. He asked the board to go with what the current students say. He said we need to move forward and be more open with our conversations with how we feel about the Redmen. He said he loved being a Redmen with all his heart but it is time for a change and for everyone to move on. Tamara Henderson thanked the students for voicing their opinions. She spoke of a 1941 ball team who won a championship under the Redmen name. She presented pictures and gave a brief history of the Redmen memorabilia over the last 80 years. She asked the Board to bring back the Redmen name. Nicholas Willis pointed out that Cason's Native American perspective is just one and there are several who feel differently. He said he is offended by the word "mascot". He also said he would welcome a lawsuit and he would meet it halfway. He invited the Board to educate themselves by visiting the NAGA website. If the school board does not change the name back to Redmen it would be discrimination and disrespectful to his family. Lisa Davis spoke of tradition and compared erasing tradition with communism. She suggested keeping the wolf as the mascot, but changing the name back to Redmen. She said the process of changing the name went against the foundation of this country. This is a much bigger issue than CHS, this is about our country and it is under attack. Just because there are a few people who misuse the Redmen name doesn't mean we should eradicate it. Sheryl Stratton said reinstating the mascot is the only way to gain trust back from the community. She expressed the importance of educating kids and not turning our back on culture or people. She said because Utah is a native centric state, Redmen is not only acceptable but an exceptional name for Cedar City High School. She spoke of NAGA vice-president, Eunice Davidson, and played a video of her sharing remarks about her support of the Redmen name. She asked the Board to restore the Redmen name at CHS.

Public Utility Easement Discussion

This agenda item was tabled for a future date.

Bond Discussion

Mr. Hess reviewed the bond timeline. The Board will need to pass a bond election resolution no later than August 19th. This can be done in the July meeting, or a special meeting can be called in August. He reviewed the suggestions from the bond attorney for a successful bond election. He informed the Board the district can distribute information and educate the community about the bond, but cannot use district funds to encourage the public to vote yes for the bond. The Board can use whatever resources they choose. He suggested the Board communicate regarding who they would like to meet with to educate. The Board discussed and asked questions regarding the tools available to communicate information about the bond. President Lambert inquired about a bond fact sheet. Mr. Hess agreed to prepare a fact sheet for the regular meeting.

School Enrollment Numbers Discussion

Superintendent Dulaney distributed paperwork on enrollment numbers throughout the district. She made the recommendation that Cedar Middle School, Three Peaks Elementary, Iron Springs Elementary, and Launch High School be considered closed to all out of boundary

enrollment due to being over 90% capacity. The Board will approve the Open Enrollment Declaration in the regular meeting next week.

Policy Handbook Review

The Board reviewed and discussed the following policies: BD (Board Meetings), DA (procurement section only), and Employee Compensatory Time and Overtime. Troy Lunt reviewed the changes to ECAC (Responsible Use Policy). The policy is up for a first reading in the regular meeting next week.

Closed Session

At 8:23 p.m. President Lambert 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 - yes

Ben Johnson - aye

Dave Staheli - aye

Dale Brinkerhoff - aye

Michelle Lambert - aye

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

At 8:58 pm Mr. Brinkerhoff moved to come out of the closed session. Mr. Corry seconded the motion and the board members passed unanimously.

Vice-President Brinkerhoff adjourned the meeting.



Board President



Business Administrator

