



WORK MEETING OF THE BOARD OF EDUCATION - Oct 21 2025 Minutes

Tuesday, October 21, 2025 at 4:30 PM

IRON COUNTY SCHOOL DISTRICT 2077 West Royal Hunte Drive Cedar City, Utah

A. MEETING OPENING

1. Call to Order
President Johnson called the meeting to order at 4:31 p.m.
2. Prayer or Thought
President Johnson offered a prayer.
3. Pledge of Allegiance
Vice-President Tullis led the Pledge of Allegiance.

B. TRAINING

1. School Land Trust Training
Roy Mathews, Executive Director of Secondary Education, led a training on School Land Trust.
2. Required Public Education Hotline Training
Superintendent Hatch led a brief training on the Public Education Hotline and asked board members to view the 30 minute training video he provided.

View the 30 minute training video [HERE](#).

C. INFORMATION ITEMS

1. Open and Closed Schools for Early Enrollment

Superintendent Hatch presented information regarding open enrollment for the 2026–2027 school year. In accordance with state law related to school capacity and open enrollment, the following schools are proposed to be closed to out-of-boundary enrollment for the 2026–2027 school year: Enoch Elementary, Parowan Elementary, South Elementary, and Three Peaks Elementary. This will be on the regular meeting agenda next week for board approval.

2. Trust Land Amendment - Parowan High School

Parowan High School Principal Toni Robinson presented a proposed amendment to the school's Trust Land Plan. She explained that, rather than allocating funds for teacher salaries and benefits, the school proposes to use the funds to hire two part-time aides to support reading and credit recovery. The Board will vote on the amendment at next week's regular meeting.

3. Positive Behavior Plans

<https://docs.google.com/presentation/d/1N9t20NDfVflc0Fwi mXF4fdn6dnxCcwJeuINf1wAozRc/edit?usp=sharing>

https://docs.google.com/document/d/1qXuE4HBZxCVGs8jVxoW0iOfa3ev_5XJkJ1xDj9nzp4g/edit?usp=sharing

Tim Marriott presented a PowerPoint on positive behavior plans. Each year, schools are required to submit a Positive Behavior Plan and later report to the Board on their progress toward their goals. He explained that these plans address student use of tobacco, alcohol, e-cigarettes, and other controlled substances by focusing on peer pressure, mental health support, and building meaningful relationships. The Board will be asked to approve each school's Positive Behavior Plan at their upcoming regular meeting.

4. Comprehensive Guidance

Tim Marriott presented information on Comprehensive Counseling. He highlighted the strong, data-driven efforts of school counselors to support students' academic, career, and personal development, as well as the ongoing initiatives to involve and educate parents. The state requires a 350:1 student to counselor ratio, calculated districtwide across grades 7-12 rather than by individual school. He reported the district currently meets that requirement but must submit a letter to the state due to Iron Online's enrollment, which slightly skews the ratio. Many Iron Online students are in OpenEd or Harmony programs and are non-diploma bound, meaning they do not count toward the same ratio requirements as diploma-bound students. Tim informed the Board that every six years the state reviews each school's comprehensive guidance program, and this year is the formal review year. The process includes annual self-assessments, a district-led interim review every three years, and the state's full evaluation in year six. He reported the board approved Prevent Child Abuse curriculum in the elementary schools was successfully implemented last year and will continue this November and December for grades K-6. He also made the Board aware of the fall parent night on November 5th at 6:30 p.m. at Cedar High School. It will feature Detective Bergstrom from the Internet Crimes Against Children Task Force, addressing online exploitation and safety.

5. Work Based Learning

Greg Sanders presented on the work based learning program. All three high schools in the district have the opportunity to participate in the work-based learning program. The district receives \$62,635 in funding for the program, which is primarily used to pay a portion of the teachers' salaries and benefits who oversee the program, as well as small thank you gifts for participating employers. Funding is based on student enrollment, with a base amount plus additional funds for larger districts. Currently, around 327 students participate districtwide. Greg mentioned the district hopes to expand work-based learning opportunities in the future, potentially

by offering more coursework through Canvas and hiring a district-level work-based learning coordinator to manage employer relationships. He also pointed out community feedback on the program has been highly positive, and the Board discussed exploring pre-apprenticeship options to build on the success of existing partnerships through Southwest Technical College.

6. 2026-27 School Calendar

[4-day Week Calendar 2026-27 - 4-Day.pdf](#) 

[First version ICSD School Calendar 26-27 - Reg 26-27 \(2\).pdf](#) 

[Rationale for 4-Day Week Calendar.pdf](#) 

[Utah 4-Day School Week Board Action Checklist.pdf](#) 

[ICSD Traditional Calendar 2026 2027.xlsx - ALL.pdf](#) 

[ICSD 4DayWeek Calendar Template 2026 2027.xlsx - ALL.pdf](#) 

President Johnson began the discussion on the calendar by clarifying that the decision to visit the four-day school week discussion was made at his request and invited any frustration about it to be directed toward him. He turned the time over to Superintendent Hatch who presented two calendar options - a traditional five-day week and a potential four-day school week - and clarified several misconceptions. He pointed out a key concern among parents is the belief that reducing the school week to four days would mean extending the school year far into summer. The superintendent explained this is not true, since the state bases requirements on instructional hours, not strictly 180 days. The state provides a clear pathway for districts to meet those hour requirements within a four day schedule. He explained that each district that moves to a four-day school week must submit a rationale to the state explaining the decision. He highlighted several key points that included: funding constraints, low Friday attendance, transportation savings, and teacher salary adjustments (freeze salaries for up to two years). The superintendent explained that while the four-day week would slightly reduce instructional time, the district would still remain well above state minimum requirements. The Board discussed the impact the schedule would have on both academics and athletics. The superintendent noted that

if adopted, Iron County School District would be the largest district in the state to implement a four-day week. He reviewed the calendar structure and a draft of the surveys to be sent to employees and parents. Board members shared their concerns and positive feedback they've received. Some of the concerns included childcare for parents who work, negative impact on women's career opportunities if they have to stay home on Fridays, academic concerns and later school days adding strain to children already busy with extracurricular activities. Some of the positive feedback included increased family time, teachers in other districts reportedly enjoy the four-day week and value the balance it brings, and teacher retention initially improves. It was also noted that the four-day schedule would alleviate the issues the district is having with A days and B days. After a lengthy discussion, the Board agreed to gather community and teacher feedback through surveys before making decisions. They outlined a timeline with a survey and community outreach in the coming weeks, official board action planned for January, to allow time for state approval by February and a final submission deadline to the state by April 10th. The Board also discussed hosting an additional public meeting dedicated solely to community input on the proposed calendar, in addition to the two public hearings already required by the state. A board member requested that Superintendent Hatch create a shared Google Doc where members can add questions and ideas about the proposed schedule change as they arise. The Board members expressed appreciation for the productive discussion.

7. 2026 Board Meeting Schedule

[Board Meeting Schedule 2026.pdf](#) 

Superintendent Hatch presented the proposed Board Meeting Schedule. He pointed out the schedule is identical to the 2025 schedule with one meeting in April, May, June, July, November and December and then the two meetings for all the other months.

8. Policy 340 Regulations for Expense Reimbursements for Employees

Business Administrator Todd Hess presented changes to

Policy 340 to clarify per diem meal reimbursements for employees when traveling on school business. The revisions aim to define when staff qualify for meal reimbursements and to standardize payment guidelines. The updated policy will be presented for a first reading next week in the regular meeting.

9. Policy 437 Recording for Educator Use

[437 Recording for Educator Use](#) 

Superintendent Hatch presented Policy 437 Recording for Educator Use as a new policy. He explained it was developed in response to prior board discussions about TeachFX. The policy establishes guidelines for educators recording classroom activities for professional development and self-reflection. Board members raised questions about teachers recording incidents for health safety, or behavioral documentation. They agreed these cases differ from instructional recordings and should be governed by separate policies or specific parental consent procedures.

Superintendent Hatch agreed to revise the draft to clarify the distinction between formal and informal recordings, prohibited uses and privacy protections, and how FERPA and consent requirements apply. The policy, with the updates, will be presented as a first reading in the regular meeting.

10. Policy 742 Attendance

[742 ATTENDANCE POLICY](#) 

Superintendent Hatch presented Policy 742 as a complete rewrite and moved back to first reading for further review. Among other things, the new version introduces a clear definition of chronic absenteeism and detailed intervention steps. It also incorporates the Utah School Boards Association (USBA) model policy to ensure state law compliance, while retaining locally developed ideas and supports. The policy will be up for a first reading in the regular meeting.

D. CLOSED SESSION

1. Enter into Closed Session

At 6:36 p.m. Mrs. Christiansen made a motion to enter into a closed meeting for the purpose of discussing collective

bargaining as well as to discuss the character, professional competence, or physical or mental health of an individual. Mrs. Ralphs seconded the motion. By voice vote, the Board members voted as follows:

Tiffiney Christiansen - aye

Megen Ralphs - aye

Stephanie Hill - aye

Ben Johnson - aye

Michelle Tullis - aye

Tyrel Eddy - aye

John Taylor - aye

Moved by: Tiffiney Christiansen

Seconded by: Megen Ralphs

Motion Passes

2. Reconvene to Open Session

At 7:35 p.m. the Board came out of the closed session.

3. Possible Action from Closed Session

No action was taken.

E. ADJOURNMENT

1. Adjourn the Meeting

At 7:35 p.m. the meeting was adjourned.

Board President

Business Administrator