



## **WORK AND REGULAR MEETING OF THE BOARD OF EDUCATION - Dec 16 2025 Minutes**

Tuesday, December 16, 2025 at 3:00 PM

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

### **A. MEETING OPENING**

#### **1. Call to Order**

Vice-President Tullis at 3:00 p.m.

President Johnson was not in attendance for the meeting.

### **B. TRAINING**

#### **1. Follow-Up on Previous Trainings**

Business Administrator Todd Hess asked board members for confirmation of completion for the internal audit training. Mr. Taylor requested a meeting with Todd and President Johnson to go over some of the items in the training.

### **C. WORK MEETING ITEMS**

#### **1. Align Health Education with School Lunch**

Mrs. Christiansen requested the district explore ways to better align the school lunch program with health education and the goal of educating the whole child. She acknowledged federal regulations and budget constraints affecting school meals. She suggested taking small, incremental steps such as incorporating nutrition education into the lunchroom, reviewing best practices from other U.S.

districts, and exploring successful international models. The intent is to examine whether modest changes could improve student exposure to healthy foods and better connect nutrition services with existing health curriculum. Vice-President Tullis suggested Mrs. Christiansen meet with Gina DeLange, District Child Nutrition Supervisor. Board members discussed interest in understanding the level of flexibility available within school lunch regulations and what options the district is allowed to pursue.

## 2. Internet Filtering Report

Jason Gurr, IT Network and Security, provided a report on district internet filtering and cybersecurity. The district uses three different firewalls - two external firewalls in a high-availability configuration to ensure interrupted service, and one firewall to protect critical systems from internal network access. He explained that additional specialized filtering groups are used for students on probation, Canvas-only access, and special education, often based on disciplinary actions or parent requests. He reported that this school year, 17 students were placed in the most restrictive group, with 12 placements resulting from attempts to access inappropriate content, which were reported to school administration. He highlighted new concerns related to blocked AI-based applications, including AI "companion" apps that attempt to access school networks but are prevented by the firewall. These blocks have provided increased visibility into emerging online risks that may otherwise go unnoticed. Board members expressed interest in expanding or repeating parent awareness events focused on evolving internet threats and student safety, noting that these issues change rapidly and ongoing communication may be beneficial.

## 3. Boundary Change Update

Business Administrator Todd Hess reviewed a couple minor changes to the proposed boundaries. He explained that after discussions with East Elementary Principal, Mike Moyle, it was determined that the initially proposed boundaries would

overcrowd East Elementary immediately and leave little room for future growth. The revised proposal moves a previously reassigned area back into South Elementary, then shifts a northern portion of South Elementary to North Elementary by adjusting the boundary from Cody Drive down to 700 South. This change transfers students from East Elementary and South Elementary into North Elementary, which has available capacity. The adjustment would place North Elementary at approximately 600 students and create additional space at East Elementary, avoiding the need to use every classroom on day one under the previous proposal. He also noted that, under the previous proposal, Three Peaks Elementary remains overcrowded while Iron Springs experienced a significant enrollment drop under the previously proposed boundaries. To address this imbalance, a boundary adjustment was proposed to "square off" the northern portion of the Iron Springs boundary, shifting that area so those students would attend Iron Springs instead of Three Peaks. This adjustment would result in approximately 575 students at Iron Springs and 535 students at Three Peaks, better balancing enrollment and providing additional capacity at Three Peaks, where most recent student growth has occurred. Mr. Hess pointed out these boundary proposals are based on the assumption of a future South Elementary School being constructed near Westview Drive. Mr. Eddy clarified that, due to the district's open enrollment policy, students and their siblings have the opportunity to remain at their chosen school, if desired. Mr. Hess indicated that that is the point of the changes in the proposed boundary changes, to allow some cushion in all the schools so that there are more choices. He proposed that the secondary boundary change be effective for the 2027-28 school year to allow for the Canyon View High School addition to be completed. Superintendent Hatch clarified that the district is currently in the public input and feedback phase. In January, scenarios will be refined, reviewed, and revised as needed based on feedback. A draft recommendation will be prepared in February, at which time the plan will be published. A final

opportunity for public comment will be provided in February, followed by board review and approval later that month.

#### 4. 4-Day School Week

[Qualtrics Survey Results December 2025 \(1\).pdf](#) 

Superintendent Hatch shared the Qualtrics Survey results with the Board. The survey was regarding the 4-day school week. There were three surveys sent out - one for parents, one for students, and one for teachers and staffs. A total of 1,882 parent participated in the survey, with 41% being parents of elementary students. Overall, 61% of respondents supported adopting a 4-day school week. More than 80% reported being somewhat or very confident that their family could adapt to a 4-day school week. Regarding longer school days, (20-35 additional minutes), 67% indicated they were somewhat or very comfortable, while 21% were very uncomfortable. When asked about instructional impact, 27% believed a 4-day week would improve learning, 42% anticipated no significant change, and 30% believed it would negatively impact learning. Concerning optional Friday programs, 44% indicated they would be somewhat or very likely to enroll their child.

The student survey indicated 64% of responding students supported a 4-day school week. When asked about instructional impact, most students indicated no significant change, while 37% believed learning would improve and 23% believed it would negatively impact learning. More than 50% indicated they would be somewhat or very likely to participate in optional Friday programs, a higher percentage than reported by parents.

The non-licensed staff survey respondents were primarily paraprofessionals, who represented 59% of participants. Additional respondents included food services, technology, transportation, secretarial, and custodial staff. 68% of respondents were part-time employees. Regarding calendar preference, 61% of non-licensed staff favored a 4-day school week, while 39% preferred the current schedule. Regarding

potential schedule adjustments - including longer workdays Monday through Thursday, continued work on non-school Fridays, or more flexible schedules - 85% of respondents indicated the change would be very or somewhat manageable (60% very manageable, 25% somewhat manageable). Among licensed staff respondents, 69% were teachers, with approximately 40% working at the elementary level. Seventy-two percent preferred a 4-day school week. Regarding the impact of an additional 20-30 minutes per school day, 66% reported it would be very manageable and 19% somewhat manageable. When asked about willingness to assist with optional Friday programs for additional pay, just over half indicated they would be somewhat or very likely to participate. In terms of student learning impact, 30% believed a 4-day week would improve learning, 46% anticipated no significant change, and 25% believed it would negatively impact learning. When asked about foregoing a cost of living adjustment in exchange for reduced work days or hours, 60% supported that, and 40% did not support that option.

The Board discussed the survey results and expressed concerns about the feasibility of implementing a four-day school week in the upcoming school year due to the significant planning required. Board members discussed the possibility of delaying implementation until the 2027–2028 school year to allow for a more thoughtful and effective approach. Overall, the Board agreed that eliminating Fridays entirely would be detrimental to students and that, for a four-day schedule to be successful, Friday programming must be intentional and adequately funded. Members also emphasized the need for additional time, planning, and community engagement before making a final decision, and agreed that any future proposal must align with the district's mission of preparing students for careers while supporting the needs of all learners. Superintendent Hatch emphasized the importance of making a clear decision because prolonged uncertainty makes planning difficult.

## 5. Business Administrator Evaluation Survey Summary

Business Administrator Todd Hess presented results from an internal evaluation survey completed by district employees. He expressed his appreciation for the feedback, recommendations, and constructive comments. He reviewed an action plan focused on building trust through greater financial transparency and communication. The Board thanked him for his willingness to solicit employee feedback. The Board will vote on his reappointment in the January regular meeting.

6. Policy 438 School Volunteer Policy

[438 School Volunteer Policy](#) 

Human Resources Director, Janette Stubbs, presented Policy 438 School Volunteer Policy as a new policy.

7. Policy 744 Parent/Community Grievance Procedures

[744 STATEMENT OF POLICY - PARENT/COMMUNITY GRIEVANCE PROCEDURES](#) 

Superintendent Hatch explained that changes to the law required adjustments to this policy.

At 5:15 p.m. Vice-President Tullis adjourned the work meeting.

**D. REGULAR MEETING OPENING**

1. Call to Order

Vice-President Tullis called the meeting to order at 5:30 p.m.

2. Prayer or Thought

Mr. Eddy offered a prayer.

3. Pledge of Allegiance

Mrs. Ralphs led the Pledge of Allegiance.

## **E. CONSENT AGENDA ITEMS**

1. Approval of Minutes of the November 18, 2025 Work and Regular Board Meeting  
[WORK AND REGULAR MEETING OF THE BOARD OF EDUCATION](#)  
[- Nov 18 2025 - Minutes - Html](#) 
2. Audit and Approval of Warrants  
[Check Register - SummaryDEC2025.pdf](#)  [Check Register](#)  
[Detailed DEC2025.pdf](#) 
3. Employment of Personnel
4. LEA Specific License Approval
5. Home School/Exemption from School Attendance
6. Recommendation for Release of Students from School (JEG-R)
7. Approval of Consent Agenda Items  
Motion to approve the consent agenda as presented.

*Moved by:* Megen Ralphs

*Seconded by:* Tyrel Eddy

**Aye**

Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

## **F. INFORMATION ITEMS**

1. Recognitions  
Kirsten Anderson, the district's instructional coach for arts integration and K-12 arts coordinator, presented information on the Beverly Taylor Sorenson (BTS) program. She explained

that several district schools currently participate in the state-supported program, with Parowan set to be added, and described how BTS specialists—licensed teachers—integrate arts instruction with classroom learning. She highlighted the program's success, particularly at Enoch Elementary, where fourth-grade students created artwork connected to Utah state symbols. The students presented handmade gifts to board members and district administrators as a gesture of appreciation. The Board thanked Kirsten and the students for the gifts.

## 2. Public Comment

Keith Wanser, community member, thanked the Board for their service and acknowledged recent efforts to improve financial clarity in reports. He emphasized the need for greater transparency in district finances, stating that while financial data is publicly available, the rationale behind expenditures is difficult for the public to access and understand. He expressed concern about the district's financial challenges and encouraged the Board to explore potential cost reductions. He requested a more interactive public forum, such as a Q&A format, to allow for clearer communication and accountability between the district and the community.

Cole Gibson, father of students at South Elementary School, addressed the Board regarding proposed elementary boundary changes. He expressed concern about families in the area east of 300 west who may be rezoned from South Elementary to East Elementary. He requested that current students be grandfathered into their existing schools and that siblings also be allowed to attend the same school to avoid families having children split between multiple elementary schools. He noted that several families would be similarly affected and asked the Board to consider flexibility through zone variances or other accommodations for families impacted by the changes, even when schools are near capacity.

Jeff Corry, community member, spoke against the 4-day school week. He urged the Board to prioritize student learning and make decisions they believe are in the best interest of children in the district.

Dave Staheli, community member, expressed concern about the proposed 4-day school week. He suggested that rather than creating special Friday programs, the district could simply use Fridays as full school days, which would ensure better attendance and more consistent learning.

Bryan Graden, parent of children in four district schools, emphasized the importance of keeping the district focused on long-term solutions rather than short-term fixes like a four-day school week. He urged the Board to prioritize transparent, targeted, and well-communicated bond measures and funding strategies to address these core problems, providing clear information to the public about the district's needs.

### 3. Business Administrator's Report

[Board Budget Report DEC2025.pdf](#) 

[Board Budget Report FD32 DEC2025.pdf](#) 

[Board Budget Report FD51 DEC2025.pdf](#)  [FY25 Financial Statement Presentation.pdf](#) 

Business Administrator Todd Hess reported on the capital and food service funds, noting that both show temporary deficits - capital due to spending past bond proceeds, and food service due to timing differences between expenditures and federal reimbursements. He also reported on the information in the fiscal year 2025 audited financial statements. The statements show total district revenues of approximately \$177 million, with \$46.6 million from property taxes, \$108 million from state aid, and \$11 million from federal aid. Property tax rates

remain relatively low compared to other districts, and increases over the years have mainly been due to rising property values, bond obligations, and temporary freezes in the state basic rate. Federal funding, while relatively small, comes with compliance requirements, particularly for special education and behavioral programs, which the district must meet regardless of whether it accepts the funds. Overall, he reported the district is financially stable, with strategic fund balances allowing for both current needs and planned projects while maintaining flexibility without increasing property taxes.

#### 4. Superintendent's Report

[Assessment Report December 2025.pdf](#) 

Superintendent Hatch reported on the spring 2025 assessment results that became available in November. He reported that the district showed continued academic improvement across subjects. In Language Arts, the district's proficiency rank improved from 17th to 15th. In math, the district rose from 19th in the state in 2020-21 to 13th, with clear gains despite remaining gaps. In science, rankings improved from 16th to 9th and have remained in the top ten for several years. Superintendent Hatch reported several elementary schools significantly outperformed the state average in math and science. At the secondary level, every district school serving grades 6-8 outperformed the state average in reading, math, and science, with Parowan High School also exceeding state averages across subjects.

#### 5. Board Member Report

Vice-President Tullis highlighted Southwest Technical College. She reported they've received a Safe Community Grant from Enbridge through its Fueling Futures program to support firefighter, EMT, advanced EMT, and paramedic training, creating new opportunities for students, including high school participants. The college also established the Kaylee Dutton Scholarship Fund in honor of a former Canyon

View High School student. The scholarship supports underserved students pursuing technical education in fields such as emergency medical services, firefighting, automotive technology, and welding, reflecting her passion for service and skilled trades.

Superintendent Hatch also mentioned that the district is collaborating with Southwest Tech and local business leaders to apply for the Utah Catalyst Grant, which would support the development of a drone program beginning at the high school level and leading to full certification through Southwest Tech, opening pathways into emerging industries and aviation.

## **G. ACTION ITEMS**

1. Presentation and Acceptance of the Financial Statements and Audit Report for the Fiscal Year Ending June 30, 2025

[ICSD Financial Statements 2025.pdf](#) 

Auditor James Gilbert reviewed the district's audit process and results. He explained that the audit includes three components: a financial statement audit, a state compliance audit, and a federal compliance audit. These involve reviewing transactions, source documents, third-party confirmations, and staff interviews to gather audit evidence and form an opinion.

The district received unmodified opinions - the highest possible - on the financial statements and on all compliance reports. James praised the district staff for their efficiency, responsiveness, and accuracy, noting that the Board is receiving reliable information to support good decision-making.

Motion to adopt or accept the financial statements year ending June 30, 2025.

*Moved by:* Tyrel Eddy

*Seconded by:* John Taylor

**Aye**      Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

2.      East Elementary Last Two Weeks of School

Superintendent Hatch explained that unexpected construction issues at East Elementary, including asbestos abatement and sewer line problems, have created a risk that the building may not be ready for the first day of school. Contractors estimate they need approximately two additional weeks to complete the work. To minimize disruption, the district has explored temporary alternatives. SUU has tentatively agreed to provide facilities for five days, covering one week. Additional plans are being developed for the remaining days, such as field day at Cedar High School or potential use of other community facilities. He explained that the district is seeking a one-time waiver for three instructional days. He asked the Board to authorize administration to proceed with requesting the three-day exemption.

Motion to approve the Utah State Board of Education waiver of administrative rule to allow East Elementary to reduce their school week by three days.

*Moved by:* Megen Ralphs

*Seconded by:* Tiffiney Christiansen

**Aye**      Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

3.      Approval of Exception to Early Retirement Policy

Motion to approve the exemption to early retirement policy as discussed last meeting.

*Moved by:* Megen Ralphs

*Seconded by: John Taylor*

**Aye**      Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

## **H. FIRST READING**

1. Policy 438 School Volunteer Policy

[438 School Volunteer Policy](#) 

Mrs. Ralphs made a suggestion to move section three to the beginning of the policy.

2. Policy 744 Parent/Community Grievance Procedures

[744 STATEMENT OF POLICY - PARENT/COMMUNITY](#)

[GRIEVANCE PROCEDURES](#) 

## **I. SECOND READING**

1. Policy 612 Appropriate Behavior/Code of Conduct Policy

[612 ICSD APPROPRIATE BEHAVIOR POLICY](#) 

Motion to approve Policy 612 Appropriate Behavior/Code of Conduct Policy.

*Moved by: Tyrel Eddy*

*Seconded by: Tiffiney Christiansen*

**Aye**      Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

2. Policy 742 Attendance

## 742 ATTENDANCE POLICY

Motion to approve Policy 742 Attendance.

*Moved by:* Megen Ralphs

*Seconded by:* Stephanie Hill

**Aye**      Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

## **J. CLOSED SESSION**

### 1. Enter into Closed Session

At 7:38 p.m. Mr. Taylor made a motion to enter into a closed meeting to discuss collective bargaining. This meeting was held in the offices of the Board.

Roll call vote -

Tiffiney Christiansen - aye

Megen Ralphs - aye

Stephanie Hill - aye

Michelle Tullis - aye

Tyrel Eddy - aye

John Taylor - aye

*Moved by:* John Taylor

*Seconded by:* Megen Ralphs

### 2. Reconvene to Open Session

Motion to come out of the closed session at 7: 48 p.m.

*Moved by:* Tyrel Eddy

*Seconded by:* Megen Ralphs

**Motion Passes**

3. Possible Action from Closed Session

Exception to policy

Motion to grant exception to Policy 620 as discussed in closed session.

*Moved by:* Megen Ralphs

*Seconded by:* Tyrel Eddy

**Aye**

Stephanie Hill, Megen Ralphs, Michelle Tullis, Tiffiney Christiansen, Tyrel Eddy, and John Taylor

**Motion Passes 6-0**

**K. ADJOURNMENT**

1. Adjourn the Meeting

At 7:49 p.m. Vice-President Tullis adjourned the meeting.

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Board President

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Business Administrator