



**SUCCESS Academy
Board of Trustees Meeting
December 3rd, 2025**

The following Board members were present: **Megen Ralphs** , Chuck Taylor, Jodi Porter, Cheri Stevenson, Dave Eberhard. Other present from the Iron County School District: Superintendent Lance Hatch, **Todd Hess** , Janette Stubbs. Others present Jennifer Springer, April Jones, Suzie Stoker, **Kimberly McCollum** , and **Tammy Griffiths** .

Jodi Porter conducted the meeting.

Public Input: There was no public input.

Action Item: Proposal to review & potentially match and approve the Washington County School District Mid Year Bonus. Todd Hess, Business Administrator of the Iron County District explained the bonus would be \$725 plus 1% of the base salary. The bonus would be for 34 teachers and classified employees. Student aids will receive \$50.00.

Michael Lacourse motioned to approve the Mid-year bonus for teachers and classified at \$750.00 plus 1% of the base salary. An amendment to the motion was made for student aids to be given \$50.00.

Dave Eberhard seconded the motion. The Board members approved.

Megen Ralphs motioned to move into a closed session to discuss the character, professional competence, or physical or mental health of an individual. This meeting is being held over google meet and in the SUU SUCCESS Academy Multipurpose Building in Cedar City, Utah.

Michael Lacourse seconded the motion.

By Roll Call vote:

Megen Ralphs-Yes

Michael Lacourse -Yes

Dave Eberhard-Yes

Cheri Stephenson-Yes

Jodi Porter-Yes

Megan Ralphs invited Superintendent Lance Hatch and Janette Stubbs to join the closed session.

Megen Ralphs motioned to adjourn the board meeting.

There was no action taken.

The next Board of Trustees meeting will be held December 5th, 2025

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