



Board Workshop - Jul 21 2026 Minutes

Tuesday, July 21, 2026 at 1:00 PM

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

A. MEETING OPENING

1. Call to Order
At 1:00 p.m. Mrs Ralphs called the meeting to order.
2. Prayer or Thought
Nathan Jenkins offered a prayer.
3. Pledge of Allegiance
Kim Bailey led the Pledge of Allegiance.

B. INFORMATION ITEMS

1. School Goals Report (2025-26)
[School Goals Report June July 2026 \(1\).pdf](#)

Superintendent Hatch explained that the purpose of the presentation was not to review every individual school goal in detail, but to provide an overall picture of progress. He emphasized that not meeting a goal does not automatically mean a school or team performed poorly. Some goals were intentionally ambitious or "stretch" goals, making them more difficult to achieve. At the same time, some unmet goals may indicate areas where improvement is needed. Overall, Superintendent Hatch indicated he was encouraged by the results and the progress being made. He noted that the goal-setting process brings focused attention to areas that might otherwise not receive the same level of emphasis. He viewed the 63.5% overall goal achievement rate as a positive result, indicating that schools are setting meaningful and challenging goals rather than goals that are too easy to achieve. The Board requested an update on TeachFX and how successful it was the past year. Superintendent Hatch indicated the implementation of TeachFX was extremely successful during the past school year and considered the availability of this instructional data one of the most significant accomplishments of the school year. He pointed out that having reliable instructional data gives the district an opportunity to better understand and improve teaching practices in ways that were previously not possible.

2. 2025-2026 District Goals Reflection

[July 2026 District Improvement Plan Report.pdf](#) 

Superintendent Hatch reviewed the progress on the goals that were set the previous year and discussed a shift toward setting goals that are more directly connected to the Board's committees.

Academic Goal: The district set a goal for 80% of student cohorts to show improvement in math as students progressed from one grade to the next. The district was still waiting for the necessary data from the Utah State Board of Education, so results were not yet available.

Teacher Survey Goal: The district wanted at least 75% of teachers to complete a revised employee survey. Of 528 full-time teachers, 432 responded, resulting in an 82% completion rate. The goal was met.

Parent Survey Goal: The district also sought to significantly increase parent participation. Participation increased from approximately 400 respondents the previous year to 2,391 respondents, so the goal was met.

Behavior Goal: The district aimed to reduce behavior incidents occurring during non-instructional times, such as recess, passing periods, before and after school, from the previous level to 1,319 incidents. The district recorded 1,699 incidents involving 1,148 students, so the goal was not met. Superintendent Hatch cautioned that the increase in reported incidents may partly reflect better and more consistent reporting rather than an actual increase in student behavior problems. As schools have been encouraged to document incidents more accurately in Educator's Handbook, the district is getting better data about the nature and frequency of behavior issues. He reviewed the next steps and explained the district-level changes take longer to implement than changes at individual schools because of planning, budgeting, and fiscal-year constraints. Next steps include:

- Four foundational skills classrooms for students with significant behavior needs, including students with autism, opening in the fall.
- A newly established district-wide PBIS team working to establish consistent behavioral expectations across schools and classrooms.
- A behavior response team to provide additional district-level support.

Superintendent Hatch proposed that future district goals be more closely tied to the Board's committees and areas where Board members are directly involved.

3. Two Hour Recess to Meet in Committees

At 1:40 p.m. the Board moved into a two-hour recess to meet in their committees to set goals for the year.

4. Report on Committee SMART Goals

The Board met again at 3:53 p.m.

Superintendent Hatch outlined the goals that were made in the committee meetings.

Literacy: 80% of 3rd grade students will be reading on grade level according to State assessments. (set by the State)

Budget and Finance: By the end of FY27, the committee will have a long-term Master Capital Facilities Plan ready for board approval.

Policy and Governance: During the 2026-2027 school year, the committee will review 100% of all policies in sections 300 and 800 that have not been reviewed in more than ten years. The committee will develop a survey to identify and begin working on high priority policies from Board Members, District Administration and staff members. The committee will also make a plan to educate staff and the community on the policy process.

Special Education & Behavior: By May 2027, the number of students identified as having Tier 2/3 behavior will decrease from 81% to 60% in Pre-school and elementary schools district-wide as measured through behavior-needs interviews.

Communications & Community Relations: By May 2027, every school will establish or strengthen at least two community/industry partnerships and collaborate with those partners on at least one meaningful service opportunity each quarter, resulting in increased student, family, and community participation.

Curriculum & Assessment: In the 2026-27 school year, all district assessments will be administered in all schools.

Safety & Security: Visitor Protocols: By October 31, 2026, finalize and codify the district-wide Visitor Protocols across all ICSD campuses to ensure full compliance with Utah Code 53G-8-806.

Throughout the year, Board members will report on the meetings of committees for which they serve as chair as part of their regular Board reports.

5. 2026-2027 Theme/Focus

[2026-2027 District Theme Compassionate Service.pdf](#) 

Superintendent Hatch introduced the 2026-2027 district theme, Compassionate Service, which is based on the district administration's study of the book, *Wonder Drug: The Seven Scientifically Proven Ways That Serving Others is the Best Medicine*. He informed the Board that district administration is working with the authors and the goal is to provide a copy of the book to every teacher and incorporate brief discussions about the book during their collaboration Fridays.

6. Insurance Information

The district's insurance consultants, Sergio Herrera and Eric Falk from Morton & Company, provided the Board with an overview of the district's health insurance experience, including utilization, premiums, medical cost trends, and steps being taken to manage costs. They pointed out that medical costs are rising significantly. Despite the rising costs, the district has had insurance increases below the industry trend for six consecutive years. They indicated this was due to effective plan management. This year presented a challenge as the district initially received a 19.8% renewal increase. Sergio explained that they then used claims data and competitive bidding to negotiate with insurance carriers to bring that increase down. He emphasized that it is Morton's role to

act as the district's advocate, using data to demonstrate what the district's costs should be and encouraging insurers to compete for the district's business. Because multiple carriers were interested in the district's account, the final outcome was significantly better than the initial renewal proposal and below what would have been expected under a self-funded approach. Overall, Eric and Sergio reported that the district has been managing its health insurance program successfully despite an unusually difficult medical inflation environment. Iron County School District's health insurance is a strong employee benefit and a competitive advantage for recruitment and retention.

7. White Fleet

Business Administrator Todd Hess presented information on the district's white fleet, which includes all district vehicles other than school buses. Enterprise Fleet Management has managed the leasing and sale of all of the district's white fleet since 2020. The district currently has 102 white fleet vehicles. Over the past six years, 69 vehicles have been replaced or "flipped". Enterprise reviews the fleet with district staff two to three times annually and considers vehicle usage, new vehicle pricing, and the used vehicle market when recommending which vehicles to replace or retain. Overall, Todd reported that the current fleet is significantly newer and more cost-effective to operate than the district's fleet prior to 2020.

8. 2027-28 Calendar

[ICSD School Calendar 27-28 - Reg 27-28.pdf](#) 

[ICSD School Calendar 27-28 - 4-Day 27-28.pdf](#) 

[UHSAA Schedule May 2027.pdf](#) 

[Updated DRAFT ICSD School Calendar 26-27 - Draft Adjusted 26-27.pdf](#) 

Superintendent Hatch spoke to the history of the 4 day school week calendar discussion. He presented a draft of a traditional school year calendar and a draft of a four day school week calendar. The traditional calendar follows the district's current calendar structure, including similar start times, breaks, and scheduling. The proposed calendar would begin August 11th and end May 18th. The four-day calendar follows the four-day model previously presented to the Board, with Fridays generally serving as non-student days. Some Fridays would be designated for teacher collaboration, while other days would be used for professional development and parent-teacher conference makeup days. Superintendent Hatch requested that the Board make the calendar decision earlier than the typical October/November timeframe, preferably in August or September, if possible. An earlier decision would give the district more time to address the operational implications of a four-day schedule, including staffing for year-round employees, lunch workers, transportation employees, and other affected departments. An earlier decision would also provide additional time for planning and implementation, while also acknowledging that families typically begin requesting the following year's calendar by October or November.

Superintendent Hatch also informed the Board of a conflict with the current school year calendar regarding the May 19, 2027 graduation date and the Utah High

School Activities Association (UHSAA) state competition schedule. UHSAA schedule has multiple state competitions occurring during the same week as the proposed graduation date, including soccer, track and field, baseball, softball, and other activities. He expressed concern that scheduling graduation on May 19th could prevent students from fully participating in state competitions. He proposed moving graduation to Tuesday, May 25th, which would avoid most conflicts, with the exception of girls lacrosse. Under the proposal, the last day of school would be May 26th, followed by a professional development day on May 27th. This would extend the school year by four days. To offset the additional four days, Superintendent Hatch proposed removing four instructional days:

- Two days immediately before the December holiday break
- The Friday following Fall Break
- The Friday before Presidents Day

He indicated that a decision would need to be made in August so families have adequate notice, particularly those already planning graduation-related travel. Superintendent Hatch and district administration will also work with UHSAA to address the scheduling conflict and advocate for a more consistent three-day window around graduation to allow districts to schedule graduation without interfering with state competitions.

The Board will vote on the adoption of the adapted 2026-27 calendar and the proposed 2027-28 calendars in the August Regular Meeting.

9. Policy 646 Workplace Email Use Policy

[646 Workplace Email Use Policy](#) 

Technology staff, Randy Yardley, Travis Floyd and Ron Wood reviewed proposed Policy 646 Workplace Email Use Policy. This is a new policy developed in response to increasing cybersecurity threats and recent security incidents. The proposed policy prohibits employees from using district email accounts for personal business or personal accounts and subscriptions. It will reduce cybersecurity risks associated with personal use of district email addresses. The technology staff also indicated that employees will be provided training and education on best practices for separating personal and work accounts and avoiding unintentional use of district email addresses.

The proposed policy will return to the Board as a first reading in the August Regular Meeting.

10. Policy 335a ICSD Salary Supplement for Highly Needed Educators

[335a ICSD Salary Supplement for Highly Needed Educators](#) 

Kim Bailey presented the changes to the Policy 335a. He informed the Board that the proposed changes are just to update the policy with state law. He also mentioned it needs to be approved by the Board before September. The Board agreed to consider suspending the rules and adopting the proposed changes in their August Regular Meeting.

11. Policy 746 Learner Validated Programs

746 LEARNER VALIDATED PROGRAMS

Superintendent Hatch presented proposed Policy 746 Learner Validated Programs. This is a new policy required as a result of new legislation. This legislation impacts the district's online programs - Harmony and OpenEd and establishes requirements for districts that provide these services.

He pointed out that the policy would require the district to designate a district employee responsible for monitoring the progress of students enrolled in the programs. It would require more proactive monitoring and outreach to individual students, rather than simply making support staff available when students need assistance. It would also establish a maximum 350 to 1 student to monitoring teacher ratio, while allowing the district to establish a lower ratio. Superintendent Hatch clarified that the district employee assigned to monitor students would not be responsible for teaching the online courses. Harmony and OpenEd provide certified teachers who teach the courses. The district employee would be responsible for monitoring student progress and providing proactive oversight.

12. Policy 742 Attendance

742 ATTENDANCE POLICY

Superintendent Hatch presented the proposed changes to Policy 742 Attendance Policy. He indicated that all changes are due to legislation and they are somewhat minimal.

C. CLOSED SESSION

1. Enter into Closed Session
No closed session was held.
2. Reconvene to Open Session
3. Possible Action from Closed Session

D. ADJOURNMENT

1. Adjourn the Meeting
At 5:34 p.m. Mrs. Ralphs adjourned the meeting.

Board President

Business Administrator