



WORK MEETING OF THE BOARD OF EDUCATION - Aug 18 2026 Minutes

Tuesday, August 18, 2026 at 4:30 PM

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

A. MEETING OPENING

1. Call to Order
Mr. Eddy called the meeting to order at 4:30 p.m.
Mrs. Ralphs joined the meeting electronically.
2. Prayer or Thought
Mrs. Christiansen offered a prayer.
3. Pledge of Allegiance
Vice-President Tullis led the Pledge of Allegiance.

B. TRAINING

1. Open Meetings Act
[Master Board Award Information.pdf](#) 
[Link to USBA PowerUp Program](#)
[State Auditor Open & Public Meetings Training](#)

Business Administrator Todd Hess led a training on the Utah Open Meetings Act. This is an annual training that details the legal requirements for government transparency, such as notice protocols, agenda restrictions, and the specific criteria for holding closed sessions.

C. INFORMATION ITEMS

1. Darin Bushman with Five Counties AOG
[doc05544520260820115020.pdf](#) 
[doc05544620260820115041.pdf](#) 

Darin Bushman, Executive Director of the Five County Association of Governments (AOG), provided an overview of the AOG's history and its relationship with the Iron

County School District. The AOG was established in 1973 through an interlocal agreement, with Iron County School District serving as a founding member.

Bushman reported that the AOG operates with an approximately \$14 million budget funded primarily through performance-based state and federal grants, with approximately \$160,000 generated through local dues from the five counties. To generate an additional \$400,000 for operational costs and a reserve, the AOG Board proposed a new cost-sharing formula allocating local dues as follows: 60% from counties, 25% from cities, and 15% from school districts.

Under the proposed formula, Iron County School District's annual contribution would be approximately \$20,000 to \$22,000. The AOG also plans to amend its bylaws to allow school districts to be billed directly rather than having their contributions routed through the counties.

Board members discussed the value and return on investment provided by the AOG, while noting that the proposed contribution is comparable to the cost of a part-time classroom aide. The Board also discussed the increased demand for AOG services resulting from regional growth and changing demographics. A primary concern was that state education funds are restricted to designated educational purposes, meaning any district contribution would need to come from local property tax revenues.

Bushman stated that the AOG and school districts may need to either restructure the organization to remove school districts from the funding model or strengthen their partnership to collaborate on legislative advocacy and grant opportunities. The Board referred the proposed funding arrangement to the Policy and Governance Committee to review the legality of the funding sources and develop a clear district policy. Bushman was invited to participate in the committee discussion via Zoom.

2. TSSA Framework

[TSSA Framework 2026-27.pdf](#) 

The Board took a ten minute break so technical issues with the livestream could be fixed.

Superintendent Hatch highlighted the TSSA Framework. He pointed out the Teacher and Student Success Act (TSSA) framework must be reviewed and approved by the Board annually because it governs how the district uses TSSA funding. He reported that 25% of TSSA funding is used to increase teachers' base salaries and is applied to the district salary schedule. 75% of the funding is distributed to schools based on average daily members, which reflects enrollment over the course of the year rather than a single enrollment count. Schools must use the 75% portion to support student learning and classroom instruction and must follow the TSSA framework approved by the Board. He also noted the district is not proposing any changes to the existing framework this year. The allowable

uses generally focus on achieving school improvement plan goals, including:

- Hiring instructional aides
- Teacher professional development
- Classroom and instructional technology
- Mental health supports
- Instructional materials
- Behavior incentives and other supports

Superintendent Hatch informed the Board that principals from each of the schools will be presenting their school improvement plans in the next few meetings. The plans are based on their TSSA funds.

The Board will approve the framework in the next regular meeting.

3. SIP Presentations

[School Goals Presentation August 18, 2026.pdf](#) 

CVHS

[CVHS 2026-27 Improvement Plan \(1\).pdf](#) 

South Elementary

[South Elementary 2026-27 Improvement Plan.pdf](#) 

East Elementary

[2026-27 East Elem SIP .pdf](#) 

CHS

[CHS 2026-2027 Secondary Improvement Plan .pdf](#) 

4. 26-27 School Calendar Adjustment

[Currently Adopted ICSD School Calendar 26-27 - Reg 26-27 \(1\).pdf](#) 

[ICSD School Calendar 26-27 - Draft Adjusted 26-27 \(2\).pdf](#) 

Superintendent Hatch discussed an adjustment to the 2026-2027 school calendar due to a conflict between the originally scheduled graduation week and the Utah High School Activities Association's state athletic competitions. The proposed adjustment would move graduation to May 25, 2027, with the last day of school on May 26, 2027, requiring four additional no-school days elsewhere in the calendar. He explained that the proposed days off included two days in December, an additional day during fall break, and a day in February. Based on public feedback, the February day would instead be moved to April 23, 2027, creating a break during the long stretch between spring break and the end of the school year.

Superintendent Hatch noted that April 23rd was not associated with a holiday and was simply intended to provide a break during the fourth quarter.

The Board discussed feedback they have received from frustrated parents regarding the calendar changes. They agreed that future calendars should avoid

scheduling graduation in the middle of May and instead target the week before Memorial Day to minimize the likelihood of future conflicts.

5. 27-28 School Calendar

[01- Complete DRAFT Waiver Application 2-24-26.pdf](#) 

[ICSD School Calendar 27-28 - Reg 27-28 \(1\).pdf](#) 

[ICSD School Calendar 27-28 - 4-Day 27-28 \(1\).pdf](#) 

[4-day Week Calendar 2026-27 - Schedule Comparison \(1\).pdf](#) 

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

Superintendent Hatch presented draft 2027-2028 school calendars for both a traditional school week and a four-day school week. He noted on the traditional calendar that the last day of school had been pushed to the latest practical week in May, with the school year beginning August 17th. He also discussed the A/B day schedule, noting that feedback from teachers indicated they preferred alternating A and B Fridays rather than having the days evenly balanced.

Superintendent Hatch reviewed the district's four-day school week application to the state, which included survey results. The parent survey showed 61% preferred a four-day week, and approximately 80% indicated they were confident or somewhat confident their families could make the schedule work. However, 387 parents reported that a four-day schedule would be problematic for their families. Survey comments identified concerns regarding child care for working families, student learning, younger and vulnerable students, Friday meals/food insecurity, and the financial savings to the district. Supportive comments highlighted potential benefits related to family time, mental health, attendance, sports, and activities. The student survey showed 64% preferred the four-day calendar, although participation was relatively low and a large portion of respondents came from Cedar High School. More than 80% of participating students indicated they believed they could adapt well to the four-day schedule. Among non-licensed staff, approximately 61% preferred the four-day calendar. Their primary concerns centered on pay, loss of work hours, and equity and fairness, particularly for part-time employees and employees working 240-day contracts. Among licensed staff, including teachers, administrators, and counselors, 72% favored the four-day calendar. Most staff indicated that adding approximately 20-30 minutes to the school day was not a significant concern. Superintendent Hatch noted that the concerns and benefits expressed during the community town halls were generally consistent with those identified in the surveys. The Board was reminded that the district has received a three-year waiver allowing it to implement a four-day schedule, but the waiver does not require the district to do so.

Superintendent Hatch emphasized that implementing a four-day week would require significant planning and work by teachers and staff. He expressed support for giving employees as much time as possible to prepare and develop a well-

researched plan, even if the Board chooses not to use the waiver immediately.

The Board member had a lengthy discussion about the pros and cons of the four-day calendar.

Mrs. Ralphs indicated she was having difficulty supporting the four-day school week based on the information reviewed so far. Her primary concern was that the research does not clearly demonstrate that a four-day school week would either improve or harm student outcomes.

Vice-President Tullis also expressed concern about moving to a four-day school week. She noted that feedback from teachers and principals indicates that student performance needs to increase, and she questioned whether eliminating a day of instruction would help address that need.

Mr. Eddy reiterated his strong support for the four-day school week and disagreed with concerns that the available data suggests it would negatively affect student achievement. He emphasized that, under the proposed calendar, students would receive more instructional time in some grades, despite Fridays being removed as regular school days, because of the longer school days Monday through Thursday. He stated that the combination of strong community support, increased instructional time, and the lack of clear evidence that a four-day week would harm students led him to support moving forward with the proposal.

Mr. Haynie acknowledged the valid points raised on both sides of the four-day school week discussion. He recognized the substantial work that has gone into researching the four-day week and said the possibility should remain open for the future, even if the Board decides not to implement it now. He also viewed the additional instructional time in the proposed schedule as a positive.

Mrs. Hill expressed her desire to vote on the four-day school week next week and believes the Board has sufficient information to do so. She acknowledged that she personally preferred a traditional five-day, seven-period school schedule based on her background as an educator. However, she indicated that the majority of constituents she has spoken with and the survey information available have favored a four-day week, which would likely lead her to vote in favor.

Mrs. Christiansen indicated she had recently reached out to approximately 50 people to get updated feedback noting that some opinions had remained the same while others had changed after additional research and discussion. She said a major concern raised by families was the impact on younger students, particularly K-5, and the challenges a four-day week could create for working and single-parent families. She questioned whether longer school days would adequately offset the loss of Fridays and expressed concern about the limited research on four-day schedules in larger, growing, rural districts like Iron County, particularly regarding academic performance. She said her current inclination was to vote against the four-day school week, although she planned to continue considering the issue before the vote.

President Taylor expressed concern that the survey may have captured initial reactions before families and staff had sufficient time to research and consider the

four-day week. He emphasized the importance of consistency and stability for students, particularly for retention in core subjects such as math and language arts. He questioned whether adding approximately 20 minutes to the K-5 school day is appropriate for younger students. President Taylor suggested that the district continue exploring alternative calendar models through a committee rather than implementing the four-day week immediately, allowing two years to gather additional feedback from teachers, administrators, and parents and develop an innovative approach. He also agreed that the district should address how Fridays are used if it remains on a five-day schedule. He indicated his current position was to vote no on implementing the four-day week next year, but he supported placing the issue on the agenda for a vote the following week.

The 2027-2028 school calendar will be on the agenda for a vote next week in the regular meeting.

6. Risk Assessment

[FY2026 Completed Fraud Risk Assessment Form.pdf](#) 

Business Administrator Todd Hess presented the district's annual fraud risk assessment and internal controls review. The assessment, conducted with Kobe Willis, evaluates the district's financial controls, policies, and procedures using a checklist developed by the Utah State Auditor's Office. He reported the district scored 365 out of 395, placing it in the very low fraud risk category. Todd noted that the district's auditors will also review the controls and provide feedback.

7. Accreditation Report

[Iron County School District Accreditation Report.pdf](#) 

Superintendent Hatch reported on the district's recent accreditation review, noting that the accreditation team gave very positive feedback and highlighted the strength of the district's continuous improvement efforts through the Iron Growth Cycle. The team also recognized the district's strong culture of learning, positive relationships, student support and well-being, student goal setting, professional learning, use of TeachFX, and collaborative team structures. Superintendent Hatch emphasized that the report did not call for numerous new initiatives, but rather for the district to strengthen, evaluate, communicate, and measure the impact of the systems already in place. He expressed appreciation that the accreditation team encouraged the district to continue improving existing programs rather than adding new initiatives and contributing to "initiative fatigue".

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

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

Human Resources Director Janette Stubbs presented changes to Policy 335a. She explained that the proposed changes primarily reflect updates to state law and clarify existing policy language. The most significant change requires teachers

receiving the stipend to have no unsatisfactory ratings on their three most recent performance evaluations and to teach at least two classes.

9. Policy 646 Workplace Email Use

[646 Workplace Email Use Policy](#) 

Superintendent Hatch presented proposed Policy 646 and explained it is a new policy developed in response to changes in state cybersecurity requirements. The policy prohibits employees from using district email accounts for personal financial gain or to register for personal websites, social media platforms, retail stores, streaming services, or online newsletters unrelated to their job duties.

10. Policy 716 Organization of Clubs

[Nondiscrimination and Student Clubs - Draft Policy.pdf](#) 

Superintendent Hatch presented proposed Policy 716 which is required by recent legislation. The policy addresses discriminatory practices in school clubs, programs, initiatives, and other district-sponsored activities based on personal identity characteristics, including race, color, ethnicity, sex, and sexual orientation. The policy prohibits practices that treat individuals differently or restrict participation, advancement, or access to programs based on these characteristics.

11. Policy 742 Attendance

[742 ATTENDANCE POLICY](#) 

Superintendent Hatch reviewed proposed changes to Policy 742. One significant change requires parents to be notified within two instructional days of the total number of a student's unexcused absences, in addition to the district's existing immediate absence notification. He informed the Board that district administration is working with PowerSchool and ParentSquare to update the district's automated notification system to meet the new requirement. ParentSquare is being used as the district's primary communication tool, and staff are addressing technical and access issues as they arise.

12. Policy 746 Learner Validated Programs

[746 LEARNER VALIDATED PROGRAMS](#) 

Superintendent Hatch reviewed a new policy required by state law regarding the district's Harmony and OpenEd online programs. The policy outlines the district's requirements for compliance with the law and establishes responsibilities for electronic service providers. He informed the Board that Corey Henwood has been assigned to oversee implementation and compliance. Superintendent Hatch also noted that the policy provisions are based on statutory requirements.

13. Policy 801 Admissions

[801 ADMISSIONS AND ATTENDANCE](#) 

Roy Mathews, Executive Director of Secondary Education, presented proposed

changes to Policy 801 to align the policy with applicable Utah Code provisions and establish procedures for the handling and transfer of student records. The changes address obtaining relevant records when students transfer from other districts, retaining records for the required period, securely transferring records with students, and maintaining student files in secure systems. Access to restricted student records would be limited to school administrators and employees with a legitimate need to know. Roy noted that the proposed changes were presented as a first read and the administration is working with the technology department and PowerSchool to facilitate compliance and secure record management.

D. CLOSED SESSION

1. Enter into Closed Session

Motion to enter into a closed meeting to discuss the character, professional competence, or physical or mental health of an individual as well as to discuss pending or reasonably imminent litigation. This meeting is being held in the offices of the Iron County School Board.

At 8:08 p.m. Vice-President Tullis made a motion to enter into a closed meeting to discuss the character, professional competence, or physical or mental health of an individual as well as to discuss pending or reasonably imminent litigation.

Moved by: Michelle Tullis; seconded by: Tiffiney Christiansen

Aye: Stephanie Hill, Tiffiney Christiansen, Tyrel Eddy, Megen Ralphs, Michelle Tullis, John Taylor, and Helaman Haynie

Motion Passes 7-0

Role Call Vote:

Tiffiney Christiansen - aye

Megen Ralphs - aye

Stephanie Hill - aye

Helaman Haynie - aye

Michelle Tullis - aye

Tyrel Eddy - aye

John Taylor - aye

2. Reconvene to Open Session

At 9:40 p.m. Mr. Eddy made a motion to come out of the closed session. Mrs. Christiansen seconded the motion.

Moved by: Tyrel Eddy; seconded by: Tiffiney Christiansen

Aye: Stephanie Hill, Tiffiney Christiansen, Tyrel Eddy, Michelle Tullis, John Taylor, and Helaman Haynie

Not Present at Vote: Megen Ralphs

Motion Passes 6-0

3. Possible Action from Closed Session

Motion to approve the exemption to the application deadline for retirement as discussed in closed session.

Moved by: Tyrel Eddy; seconded by: Tiffiney Christiansen

Aye: Stephanie Hill, Tiffiney Christiansen, Tyrel Eddy, Michelle Tullis, John Taylor, and Helaman Haynie

Not Present at Vote: Megen Ralphs

Motion Passes 6-0

E. ADJOURNMENT

1. Adjourn the Meeting

At 9:42 p.m. President Taylor adjourned the meeting.

Board President

Business Administrator