

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met in regular session on Monday, August 13, 2018 in the Band Room in Little Rock. Board President Doug Krull called the meeting to order at 6:00 pm with the reciting of the Pledge of Allegiance. Board members present were Wade Netten, Todd Klein, Curt Fiedler, and Kristi Landis. Also in attendance were Superintendent John Eyerly, Board Secretary Cathy Bonestroo, Principal Molly Schilling, Principal Steven Green and guests Valecia West, Nyla Hellinga, Dawn Arends, Darcy Hansmann, John Schuck, Jeff Kruse, Laura Kruse, Blair Kruse, Merlin VerSteeg, Bill VerSteeg, Stacie VerSteeg, Ben Aeikens, Karie Aeikens, Kim VanderPlaats, Kristin VanderPlaats, Cricket Arends, Hannah Engelkes, Nate Engelkes, Jim Kannegieter, Linda Kannegieter, Judy Klaassen, Kenny Schilling, Brandon DeBoer, LeAnn Gerken, Marcus Minter, Adam Wiertzma, Chelsie Wiertzma, Alvina Kruger, Barry Klaahsen, Bonnie Venenga, Virginia Klaahsen, Shannon Lloyd, Austin Lloyd, Amy Kruse, Paul Denekas, Jon Denekas, Cory Peters, Abbie Peters, Dorian DeBurg, Matt Deutsch, and Jordan Kruse.

A quorum was established. Citizens were invited to address the board noting the proper paperwork needing to be submitted to the Board President in order to speak. President Krull noted the public comment time had been expanded to a total of 45 minutes public comment from the normal 20 minutes with up to 5 minutes allowed per person. It was also noted that protocol is the board will not respond during the public comment session.

Ben Aeikens commented about the Little Rock air conditioners approved the previous month. He noted this was part of a bid process from local vendors the previous year and asked for this to be clarified.

Jeff Kruse presented questions and concerns about the middle school football and preschool programs. When contacting all board members, he presented that some knew and some didn't about the changes. It was noted that in the past those who signed up for preschool first stayed in town with overflow going to Little Rock. Concern was expressed about the lack of communication. Concern was also expressed about the decision made without all the board involved, noting it was believed that it should be a decision in an open board meeting in front of the public. It was also noted that Little Rock Town & Country group was not aware of concerns about the field and had not completed any field preparation yet.

John Schuck shared concerns of junior high football noting concerns of what else would be moved out from Little Rock. He also expressed that if junior high was pulled to George, then some varsity basketball should be played in Little Rock. Schuck also expressed concerns about spending the LCRF money having heard concerns of not getting the money in the future. Schuck noted that board members are voted to represent the public and the superintendent is paid by the public; therefore working for "us". It was noted that the board and town councils need to get together to work for the best for George-Little Rock CSD. Bumps in the road are concerning for the public. It was also noted that administration needs to know the communities of George and Little Rock.

Hannah Engelkes expressed concerns of Little Rock versus George and not working as one team and sees gap between the two communities widening. She stated all should have same choice if we are a community. She noted with football there is a community effort with the community field. She suggested if still paying to bus, then money should be put into the field. Engelkes also expressed concerns of what needed to be done to get the George community to come to Little Rock and support them, noting the support given to George from the Little Rock community for many activities. She expressed concerns if keep taking from Little Rock and concerns of open enrolling to other districts. She

requested numbers to know when numbers are low and written rules and that the district needs to work as one.

Austin Lloyd expressed concerns that the preschool teacher will come to Little Rock for middle school volleyball. Additional concerns expressed were the LCRF funds being utilized. Frustration about middle school football was expressed because of all the work done on a volunteer basis and the costs for the Town & Country funds. He recognized these were emotional issues that hurt the people of Little Rock. Concerns were expressed to be inclusive for both towns. It was noted as a point of pride and the need for transparent decisions.

Stacie VerSteeg stated that she taught preschool for 9 years. She expressed no academic and social issues with either site and noted that a preschool number should be placed in the handbook for the future. She also questioned if the volleyball coach would leave the George site early and if there would be coverage while being the volleyball coach.

Paul Denekas expressed support for the proposed plan. He stated part of his salary is to take care of fields and assist in prep noting a lot of time is and has been put into the prep. Denekas also noted that GLR owns all of our facilities versus paying rent for the fields in Little Rock while GLR staff paints the lines and all comes out of the school's budget for football and baseball fields in Little Rock. Denekas also noted the lack of changing area in Little Rock expressing concerns for the girls possibly seeing the boys changing for football. Denekas noted there is a good playing service in George with constant water and secured locker rooms to hold everyone with ventilation and storage to call their own. He noted the field in Little Rock is as "hard as a rock" and dangerous. Denekas also expressed that Central Lyon was giving up all middle school practices by moving them to George and all games except for 1 which benefits GLR as a district and not losing football as games are proposed to be played in both the George and Little Rock communities. Denekas shared that transportation costs \$20,000 to run bus from George to Little Rock with 4 buses.

Question was asked if staff members are paid to do the middle school football field in Little Rock.

Kim VanderPlaats expressed concerns of creating a wedge for the district. Other concerns expressed were updating the stage, using empty rooms in Little Rock and working as one.

Board President Krull asked those in attendance to submit forms to speak during the public comment time remaining. With no other interest for comments, Krull closed the public comment period at 6:30 pm and expressed appreciation to all in attendance.

Superintendent Eyerly recognized volunteers and staff who worked hard preparing for the new school year. LED lighting will be installed in the Little Rock building later this week. Principal Schilling recognized custodial staff and the rework for custodial staff at both sites with the late LED improvements. She also noted the improvements in Little Rock to the FACS room flooring. Schilling has received public compliments recognizing the great work of the middle school baseball and softball coaches. Middle school football camp coaches were recognized for volunteering of their time. FFA students were also recognized for their participation in the Iowa State Fair.

A motion to approve the amended agenda adding an activity deficit account update and open enrollment applications was made by Landis, seconded by Klein, and carried 5-0.

A motion to approve the minutes of the previous two meetings was made by Netten, seconded by Landis, and carried 5-0.

A motion to approve the bills from all funds was made by Netten, seconded by Klein and carried 5-0.

A motion to approve the financial reports was made by Fiedler, seconded by Netten, and carried 5-0.

The board reviewed the Northwest AEA Board Briefs of July 16, 2018, Iowa Association of School Board Convention Dates of November 14-16 encouraging board attendance, and the reorganization notice from CFE and Coop Energy. Superintendent Eyerly reported he recently met with Legislator John Wills expressing concerns of Iowa open enrollment law and school funding for rural schools.

A motion to approve the resignation from Destiny Wolbrink, middle school science teacher, was made by Fiedler, seconded Klein, and carried 5-0 noting her resignation was received minutes after the last special meeting approving her recommendation for hire.

A motion to approve Charles Stai, Title I teacher/para; Danielle Anderberg, MS Science teacher/para with input on how to proceed with possible para wage until full-time Iowa teacher licensure is received was made by Landis, seconded by Fiedler, and carried 5-0. There was discussion regarding the difficulty of obtaining Iowa licensure for teachers that attended out of state colleges or universities due to the more stringent requirements for the Iowa teaching endorsement (higher praxis scores). A motion to approve Kim Dykstra (2 contracts), Kristi Donaker, Lissa Harson, Sheryl Kruse, Tyler Glanzer, Joel Hoogland, Tim Mauldin, Brenda Sandbulte, Stacie VerSteeg, and adding Nyla Hellinga as mentor teachers was made by Landis, seconded by Netten, and carried 5-0. Fiedler questioned where money came from for the mentoring program. Eyerly stated it was money from the state and part of teacher leadership. It was also questioned who watches over the program and keeps staff accountable recognizing mentoring is a job to do and concerns have been received of not fulfilling their duties and to make awareness to Superintendent Eyerly. Eyerly shared concerns of not fulfilling the duties is an exception rather than the norm. It was noted that mentoring must be done correctly. Question was asked about the training for mentors and how they are selected. Training includes an instructional coaching class from AEA and selection is based on a good fit with the same grade or same building. Principals recommend mentors. Board questioned if everything is met and ready for the next step. Eyerly noted that the public and board cannot be aware of all HR issues that are being addressed due to confidentiality laws.

A motion to approve Donna Loomans as substitute para and substitute teacher was made by Netten, seconded by Landis, and carried 5-0.

Superintendent Eyerly reported on project updates including the new flooring and exhaust fans in the Little Rock FACS room, new air conditioner units in Little Rock, possible flooring and carpeting updates coming to the Little Rock office, LED lighting in Little Rock Thursday or Friday, with George LED projected completion soon. LED was through a bid system for district wide LED updates with an anticipated 3 year payback and approximately \$40,000 in rebates to miscellaneous income and a reduction of utility electric costs. The delay was due to the state required bid process. George elementary roof and high school sidewalk projects are completed. Board building and grounds committee meeting will be scheduled with a walk through of all district buildings to develop a timeline for improvements.

Superintendent Eyerly and Business Manager Bonestroo will attend the LCRF board meeting on Wednesday night to discuss LCRF funds and the spending plan. Currently, GLR has approximately \$800,000 in LCRF funds and the challenge presented is to spend down the balance in a thoughtful manner with the state setting the spending maximum for the district to spend each year. Eyerly recognized Bonestroo for reviewing line by line expenditures and creating a spending plan with him reviewing and in agreement. Moving account expenditures within the general fund and setting up new accounts will be necessary. The plan to present for board action will spend approximately \$240,000 for 3 years and then

spend money down with what is received. Recommendation to expand allowable LCRF items and internal teacher grants will also be presented for action.

Staff trainings and professional development was shared by principals. New teachers and mentors will meet every day the first couple days, then once a week. Optional Ed Camp will be presented by the TLC group with in house experts training by choice which is a half day training with extra pay. Wednesday morning begins with a breakfast served by the George Chamber to all staff, followed by all staff meeting, interdisciplinary units, classified staff new training support for paras, Thursday staff meetings are with AEA coach coming in with science background and meeting NGSS standards to incorporate science into reading and writing.

Superintendent Eyerly expressed appreciation for and respect for the concerns and passion for the middle school football and preschool programs. Recommendations will be reviewed annually and recommendation was to form a group to discuss the “tipping point”.

A motion to approve Tina Sherrill-Range with an additional 18 contract days to assist with the TAG program coverage in Little Rock and for needed coverage in the Little Rock library with limited student help with a supervisor was made by Netten, seconded by Klein, and carried 5-0.

Mr. Eyerly made the recommendation to move middle school football practices to George site as best site for the students with 2 games in George, 2 games in Little Rock, and the final game at Central Lyon with review after the season. Steps were reviewed for the recommendation process. Late in the 17-18 school year, Principal Range, Principal Schilling, Activities Director Glanzer, Central Lyon football coach and Central Lyon Activities Director proposed as a good move for the program. Central Lyon Superintendent Ackerman had expressed high numbers concerns and that the Central Lyon fields would be under renovation with the request from Superintendent Ackerman to “help us out” during renovations to move practices to George, keep 2 games in Little Rock, hold 2 games in George, and one game at Central Lyon. Liability concerns with students changing on the stage and a lack of storage space were additional concerns that were stated as reasons for the proposed move to George. Netten noted it was expressed that kids would rather change on the stage than use the locker room. Netten stated the responsibility was on the coaches to make the kids change in the locker room versus the stage. Netten also noted concern of another district telling us where to practice. Change is a concern with all the volunteer effort put into it because of a suggestion from Central Lyon. Fiedler noted that changing on the stage as a coach should be addressed and should tell kids to change in the Locker Room. Fiedler also questioned if we send a bill to Central Lyon for the field. Fiedler noted to keep football in Little Rock and create a way to work together. Fiedler noted there are no financial buys into GLR from Central Lyon, and that GLR needs to stand up for ourselves. He also expressed concerns of the accuracy of the projected numbers (70).

Eyerly shared that discussion last spring was shared with the board which the board agreed with was all practices in George, 2 games in Little Rock, 2 games in George, and 1 game at Central Lyon. Financial concerns were expressed. Landis requested clarification of arrangements. Eyerly noted that there has been discussion with Central Lyon regarding transportation with details of the transportation being worked out with the CL and GLR transportation directors. Question was asked if Central Lyon would support practices and games in Little Rock. Eyerly responded that he was not sure. Question was also asked if GLR staff help with the Little Rock field. Eyerly stated that employees of GLR work for the district and assist where needed. Coaches help with marking. Town and Country mowing was clarified as requested from Kruse. It was also expressed that it is easy maintenance to keep lines on the field.

A motion to amend the recommendation and keep the middle school football practices in Little Rock and the locker room situation is to be addressed was made by Netten, seconded by Fiedler, and carried 5-0.

The board recognized that they have asked Superintendent Eyerly to review everything in the district and make recommendations that will challenge the board.

Preschool program was reviewed by Principal Range, Principal Schilling, and Superintendent Eyerly in the spring. There was no written rule found of high numbers moving to Little Rock. Community group meeting was originally set in June. A preschool parent meeting was held in Little Rock with one family in attendance with the intent to share background and rationale and to listen to any concerns. Discussion was held to have a policy or statement for direction and to review annually. Guidelines need to be set up for rules. Krull expressed concerns of being late in the season. Landis questioned if no definite number, then maybe to evaluate on a percentage. It was expressed to how to best serve the students and accommodate the families. Krull expressed the need for a defined number. Square footage for state is set by DHS according to Principal Schilling. Eyerly shared the original volleyball coach would have been in Little Rock and was the June middle school science hire noting the desire was to have the middle school coach within Little Rock. Fiedler requested how the preschool classroom would be addressed with volleyball practices. Eyerly shared he would work to accommodate the teacher to come to Little Rock and look at classroom configuration and other coverage for practice so student instructional time is not compromised. Eyerly also noted the criticism received for special board meetings, but the need to get things done due to situations that have come up. Discussion was held that a policy for overflow needs to be set for direction. No policy in place and it is needed. It was noted that it is a bad situation to be in right before school starts and the awkwardness and need for guidance with policy in place moving forward.

Netten noted the concerns of open enrollment threats and social media attacks towards the board and the need for it to stop. Netten noted open enrollment will just compound the district situation for GLR. Netten noted the open enrollment threats and what will happen to the community as a result, and how it will affect you if you live within the district. Where is your loyalty to GLR was a question asked. Netten also noted the board works for the best of GLR as a district.

A motion to approve the recommendation for the George site for all of preschool for 2018-19 school year with an annual review with the amendment to have a policy in place to address future numbers by November was made by Fiedler, seconded by Klein, and carried 5-0.

A motion to approve the 2018-19 licensed staff handbook which combined the master contract and the teacher manual was made by Landis, seconded by Netten, and carried 5-0. Bonestroo shared the updates which were consulted with union reps. She also noted the teacher handbook is still in the review process.

A motion to approve the 2018-19 coaches handbook was made by Netten, seconded by Fiedler, and carried 5-0. Eyerly requested presentation on the "Fulfilling Ride" book at the September board meeting to move forward as a district.

A motion to table the 2018-19 bus driver handbook was made by Fiedler, seconded by Netten, and carried 5-0 as it was not fully reviewed for updates.

A motion to approve the 2018-19 substitute handbook was made by Landis, seconded by Fiedler, and carried 5-0.

A motion to approve the 2018-19 classified benefits guidelines was made by Klein, seconded by Fiedler, and carried 4-0 with Netten abstaining.

A motion to approve the 2018-19 business procedures manual was made by Fiedler, seconded by Landis, and carried 5-0.

A motion to approve the 2018-19 driver's education fees at \$225 per student with no change was made by Klein, seconded by Fiedler, and carried 5-0.

A motion to approve the \$12,000 Premier Network IT assistance contract services was made by Fiedler, seconded by Klein, and carried 5-0.

A motion to approve the expanded uses of LCRF funds uses as outlined including opening up internal grant process to other noted department heads of technology, transportation, custodian, and office; student assemblies; visiting artists; special speakers; technology repairs; musical instrument repairs; and student services was made by Landis, seconded by Fiedler, and carried 5-0.

A motion to approve the LCRF spending plan with spending approximately \$240,000 per year starting 17-18 for 3 years and then spending down the minimum of what is received which is approximately \$160,000 per year was made by Landis, seconded by Fiedler, and carried 5-0.

A motion to approve Board Policy 501.03 Compulsory Attendance foregoing second reading was made by Landis, seconded by Fiedler, and carried 5-0.

A motion to approve Board Policy 501.09 Student Absences-Excused was made by Netten, seconded by Klein, and carried 5-0.

A motion to approve Board Policy 501.10 Truancy – Unexcused Absences foregoing the second reading was made by Fiedler, seconded by Landis, and carried 5-0.

Principal Schilling shared the process for revising the policies with council and recommendations from the County Attorney.

A motion to approve the Northwest Iowa Community College Partnership Agreement was made by Fiedler, seconded by Klein, and carried 4-0 with Landis abstaining.

A motion to approve the modified administrative benefits noting no additional money or costs to the district just a different designation to an annuity due to IRS limitations and prorating with the HSA contributions for Green and Bonestroo was made by Fiedler, seconded by Klein, and carried 5-0.

A motion to approve the modified activity deficit account transfers noting total deficits of \$33,876.28 in the 17-18 activity accounts was made by Fiedler, seconded by Klein, and carried 5-0.

A motion to deny the open enrollment out requests due to missing the deadline and not having any extenuating circumstances for four students was made by Fiedler, seconded by Klein, and carried 5-0.

The September board meeting was set for Tuesday, September 18 at 7 pm in George.

A motion to adjourn at 8:16 pm was made by Fiedler, seconded by Klein, and carried 5-0.