

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met in regular session on Thursday, June 13, 2019 in the Library in Little Rock. Board President Doug Krull called the meeting to order at 7:00 pm with the reciting of the Pledge of Allegiance. Board members present were Doug Krull, Wade Netten, Kristi Landis, and Curt Fiedler. Also in attendance were Superintendent John Eyerly, Board Secretary Cathy Bonestroo, and guests Valecia West, Dawn Arends, Joe Schilling, Mike Estep, and Darcy Hansmann. Principal Steven Green and Principal Molly Schilling joined by phone.

A quorum was established. Citizens were invited to address the board noting the proper paperwork needing to be submitted to the Board President prior to the start of the meeting for up to a 5 minute speaking time. Mike Estep addressed the board about the bus disposal proposal.

Superintendent Eyerly recognized the state track championship and the end of the school year. Principal Green recognized softball and baseball teams, summer weight lifting program with about 50 students, and summer school for the elementary, middle school, and high school. Principal Schilling recognized the community for pulling together during the recent tragedy and Dawn and Judy for their work with the facilities for the celebration of life and funeral. The board thanked the administration and staff for a great end of year.

A motion to approve the agenda was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to approve the minutes from the previous meetings was made by Netten, seconded by Fiedler, and carried 4-0.

A motion to approve the bills from all funds was made by Fiedler, seconded by Netten, and carried 4-0.

A motion to approve the financial reports was made by Fiedler, seconded by Landis, and carried 4-0.

Krull noted that at this time Harris-Lake Park is not interested in sharing superintendents for 19-20. Tim Grieves with G & R Consulting addressed the board about his search firm as a consideration for the superintendent search. Biographies of Tim Grieves and Gary Richardson and a proposed timeline were shared. Fees were outlined with estimates of \$3,100 plus mileage and interview and travel expenses. Mr. Grieves requested more information on full-time or part-time position and explained the interview process and pool of candidates using their networks, the required Teach Iowa website already being utilized, and university contacts. It was noted that due to the lateness, candidates will likely be between jobs, principals moving up (but would likely be interested in a full-time position), or retired superintendents who are open to 2-3 days a week but need to be aware of making too much for their IPERS to be affected. Concerns for GLR is the location and possibility of candidates. Discussion was held for the position to be 2 ½ to 3 days a week as the board's first choice. Expectations would need to be outlined noting it would likely be for the business work of board meetings and state reports and less interaction in the community. Priorities will need to be determined. Those between jobs were explained as likely candidates who have resigned or been released. Retirees for this year can't start until October due to IPERS. It was noted that there are many new superintendents in the area schools which affects sharing possibilities. Krull explained the board's original plan with considerations to 1) share, 2) hire an interim, and 3) hire a part-time superintendent. Normal process would be to interview 3-4 candidates, but with the quick turnaround it will likely be 1-2 candidates presented.

A resolution was presented to address responsibilities between GLR and Grieves and Richardson particularly addressing confidentiality. A closed session meeting will be held with the candidates and the board. Strengths were shared from the board as class sizes with a high amount of learning, community pride in both George and Little Rock, district-wide quality staff, ability to excel for students wherever they want in the district, the many activities the district offers, high participation rates with activities, community daycare project with support by district noting support will not be financial support, and buildings are in good shape - old but good shape. Areas of concern include open enrollment issues, concentration and vigilance on students currently within the district and keeping them versus always looking at open enrollment numbers, declining enrollment and staffing correlation, finances are strong but awareness of decline in state-aid and plans needed for the next 3-5 years, importance of people in the right places and utilizing people correctly, and smart spending.

Grieves asked the board about salary and benefits consideration with the board asking what makes sense. It is hopeful to have someone 2 ½ to 3 days per week around the \$60,000 range. It was noted that benefits can attract people. Krull stated they are negotiable on insurance and flexibility with salary and benefits. Fiedler noted it is important for the next person to understand Iowa law and have the ability to be 'on board' right away. Interims can turn into longer terms and all situations are different. It was noted that the right person could continue for the district. It is important for open communication and to stay on schedule. Krull noted he and Bonestroo will be the contact points to pass along information to the board. With Eyerly's contract ending June 30, the July 1 date can possibly be filled with a certified superintendent within the district or Grieves or Richardson with expanding the contract to fill in until the new candidate begins. Krull stated GLR is seeking the right person to bring stability and lead the district to where to go in the long term and position the district to win for the future. The board expressed their appreciation to Mr. Grieves for his presentation.

The board reviewed the May 20 Board Briefs, the letter from Congressman Steve King recognizing the NAMM Foundation listing GLR as one of the Best Communities for Music Education being the top 4 in the state, and EMC Risk Management Communication.

A motion to approve the resignations of Curt and Lori Fiedler as Cross Country and Boys and Girls Track coaches was made by Landis, seconded by Netten, and carried 3-0 with Fiedler abstaining. Fiedler stated his perspective of concerns and problems with some things that have happened, noting better communication needs to be done with support needed for all coaches. Fiedler stated that as coaches, they will not leave students hanging with currently 60 kids (7th-12th) interested in signing up for the cross country program. The board thanked the Fiedlers for their time and great dedication to the school district for over 30 years.

A motion to approve the recommendations for hire of Tammie Drown, dishwasher, \$9.50/hour, and Nyla Hellinga, as ELL summer school teacher at \$20/hour was made by Netten, seconded by Landis, and carried 4-0. A motion to approve the hires pending licensures of Landon Ahlers, middle school boys basketball coach at \$1538, and Charles Stai, middle school boys basketball coach at \$1538 and middle school girls track coach at \$1538, was made by Landis, seconded the Fiedler, and carried 4-0.

Applications from two community members, Jason Fugitt and Allison Sandbeck, for the vacant District 4 board member were reviewed with a board appointment at a special board meeting the last week of the month. Applicants will be requested to come for discussion at the board meeting. Shared buildings and grounds agreement was discussed at the last meeting so was included in the packet for review and will be discussed based on what is done with the superintendent position.

Superintendent Eyerly shared staffing updates for remaining open positions of Spanish Teacher with the possibility of distance learning and sharing; coaching positions possible candidate for middle school football and cross county, but few leads for middle school volleyball. Green noted the possibility of Iowa Learning online since the district is under 600 students as a backup plan for Spanish. Students take classes online based on level and the district pays a cost per student with a proctor in the classroom but similar to online classes through NCC. Green shared the cost per student would be \$285 per student paid by the district with a commitment based on per semester. Green estimated costs of \$14,000 per semester based on the number of students with the option to hire someone mid-year as a possibility yet.

Summer projects were shared by Mr. Eyerly with just one high school upstairs bathroom to be remodeled now as a unisex bathroom, Little Rock gym doors, George elementary door handles, high school and elementary automatic door entry, elementary minor bathroom updates including a grab bar, elementary canopy replacement, elementary sidewalks, security cameras with several cameras and updates to remain under the \$10,000 limit, bus barn doors, and auditorium outer stairs carpeting. Landis asked how the roofs held up with the wet spring and noted she believed there was a leak in the new commons with the Memorial Day Service.

Originally considered 2019 summer projects on hold will include the complete upgrade of security cameras, distance learning center upgrade, painting in the Little Rock gym with more bids needed, Little Rock office remodel and entry floor and ceiling (proposed for 2020), Little Rock cement (proposed for 2020). Additional project for consideration is the HVAC in the high school (proposed for 2020 or 2021). Board requested a complete tour of the facilities with all members to see the needs for the district. Eyerly noted the weight room was on hold as the committee and booster club are discussing the proposal. The total estimate for the weight room was in the \$250,000 range with plan to go into the old concessions stand area and tear down with footprint used and possibility to rehab and add on to utilize the current bathroom lines with possibility for a 2020 project. Fiedler addressed the expense and stressed the need is there and to do it right.

A motion to approve the 19-20 increases for the remaining staff at a rate of \$3.41 per contract day (teacher increase for 190.5 contract days with 1.68% average). Noted contract salary increases as follows: Principal Green \$750 increase (220 day contract), Principal Schilling \$651 increase (191 day contract), Business Manager Bonestroo \$887 increase (260 day contract), Activities Director Glanzer \$90 increase (1.68% as no set days), Human Resource Director O'Donnell contract remains at \$29,750 (no increase to contract but noted last year contract was pro-rated with a November 1 start so increase of expenses), Technology Coordinator Lupkes \$733 increase and \$11,423.75 towards insurance (215 day contract), and Liaison Officer Geerdes \$733 increase with noted change to contract days with no salary reduction (215 day contract) was made by Landis, seconded by Netten, and carried 3-0 with Fiedler abstaining. It was noted that a calendar is expected to fulfill the contract days beyond the set teacher calendar days. Also noted that additional consideration should be given for increased workload, responsibilities, and expectations for some staff if proceed with a shared or part-time superintendent. Discussion was held. Fiedler addressed that he believed some of the contracts should be frozen until accountability is held noting the hours being put in for some staff and something needs to change. Landis agreed about the hours and shared focus was on cost of living. Netten questioned who was in charge at the district and agreed there needed to be some accountability and follow through. Eyerly shared some of the accountability is being done and sometimes it is not known or there is hearsay of what is going on and shared that there has been a fair amount of accountability but due to confidentiality board may not be aware of everything.

A motion to table the proposed classified staff increase adjustment was made by Netten, seconded by Landis, and carried 4-0.

A motion to approve the human resource director sharing agreement was made by Fiedler, seconded by Netten, and carried 4-0. Fiedler noted focus needs to be on utilizing Pat more. Eyerly noted that O'Donnell has been utilized for aspects that have saved the district legal fees.

A motion to approve the 19-20 school lunch bread bid with Casey's Bakery was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to approve the 19-20 school lunch milk bid with Hiland Dairy was made by Fiedler, seconded by Netten, and carried 3-0 with Krull abstaining.

A motion to table the 19-20 school lunch and ala carte prices was made by Netten, seconded by Landis, and carried 4-0. Board noted improvements at the end of the year, but still heard complaints during the year of run outs, substitutes and cold food. Discussion was held on concerns of the proposed increase amount. It was noted that deBoer used a calculation to determine the proposed price increase. Hansmann noted that the adult rate increase is required by the state, student increase is not required, and a la carte items are new for the high school if they have money in their accounts or as additions. Landis noted she liked the ala carte options. Concerns of losing students if pricing goes up too much was shared. Bonestroo noted that prices will need to be set soon to add to the Parent Student Handbook and deliver to the printers to have ready for registration.

A motion to approve the 19-20 AEA purchasing agreement was made by Netten, seconded by Fiedler, and carried 4-0.

A motion to approve the 19-20 licensed staff handbook with Eyerly noting changes were presented to association leads as outlined in agreement was made by Netten, seconded by Fiedler, and carried 3-0 with Krull abstaining.

A motion to approve the assignment of transfer from Bankers Trust to UMB Bank was made by Fiedler, seconded by Landis, and carried 4-0. Eyerly had Bonestroo explain that it is basically an acquisition of the corporate trust business portion.

A motion to approve the Mercer Statement of Work was made by Fiedler, seconded by Landis, and carried 4-0.

Discussion was held as to why the return to play protocol was presented to the board as there is a policy for this with noted concerns of how it falls upon the board and could affect the district. Eyerly shared this will be state wide and needs to be approved through the IHSAA before July 1. Schilling shared concussion tests are done for all students in 6th-8th by Mr. Lutmer with the high school taken care of by Glanzer. A motion to approve the resolution to adopt return to play protocol was made by Fiedler, and seconded by Netten. Roll call vote was taken with Fiedler, Krull, Netten, and Landis all ayes, no nays, motion carried.

A motion to approve LCRF classroom grant applications from Shannon Klooster, Madison Sandbulte, and Lissa Harson was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to table the one unisex bathroom estimate from Krull Construction was made by Fiedler, seconded by Netten, and carried 4-0. Architect Adam was contacted and noted they are investigating the door and clearance. Architect believes quote is very close to where it is going to be with 2 options based

on different tiles with samples available. Board needs clarification as to the total cost of the project before approving.

A motion to approve the bid for the canopy repairs with Eben Construction at the George Elementary for \$7600 noting approval is dependent upon if it is a pitched roof was made by Landis, seconded by Fiedler, and carried 4-0.

A motion to approve the lesser cost door for the Little Rock gym doors from Vogel for \$6560 was made by Fiedler seconded by Netten, and carried 4-0.

A motion to approve ADA updates of the automatic doors on both west entrance set of doors in the George elementary and 3 entrances in the high school, George elementary minor bathroom updates, and George elementary door handles, was made by Netten, seconded by Landis, carried 4-0. Discussion was held that Gary Siebring is getting estimates with special lock handles required for classroom doors which can be costly dependent on requirements.

A motion to approve the George elementary sidewalk bid from Krull Construction at \$7730 was made by Netten, seconded by Fiedler, and carried 3-0 with Krull abstaining. Eyerly noted the issue with the sidewalk and the curb will be addressed.

A motion to approve the replacement of the remaining bus barn doors from Country Boy Doors for \$11,411.76 was made by Netten, seconded by Fiedler, and carried 4-0.

A motion to approve the carpet bid from Rapid Flooring for the outer stairs of the auditorium with the stair nose was made by Fiedler, seconded by Netten, and carried 4-0.

A motion to approve the security camera update to include only the necessary cameras and additional cameras as noted for less than \$10,000 was made by Landis, seconded by Netten, and carried 4-0.

A motion to approve to obtain bids for vehicle replacement for the older full size van with bids for a suburban, expedition, or full size van as possible replacements was made by Netten, seconded by Fiedler, and carried 4-0. Discussion was held that the suburban and expedition would not be a comfortable fit for many high school students stressing the van would be a better option for fit and leg room. It was noted that 4 wheel drive was a concern.

A motion to approve to obtain bids for bus disposal of bus 8 was made by Fiedler, seconded by Netten, and carried 4-0. Estep requested what the process would be and if he could be called. Eyerly noted a sealed bid process would likely be used with it published in the papers and on the website. Eyerly noted the district could not single Estep out and notify him as the district needs to be careful to treat all the same. Estep would need to watch the papers and the website for more information.

A motion to approve the Emergency Action plan was made by Netten, seconded by Fiedler, and carried 4-0.

A motion to approve the open enrollment out request was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to approve the online payment system with JMC and Payment Spring to give families this new convenience for credit or debit cards or ACH payments for lunch and fees with processing fees passed onto families was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to approve ELL summer school was made by Fiedler, seconded by Landis, and carried 4-0.

A motion to approve the superintendent search firm contract with GR Consulting was made by Landis, seconded by Netten, and carried 4-0. A motion to approve the resolution from GR Consulting was made by Netten, and seconded by Fiedler. A roll call vote was taken with Fiedler, Krull, Netten, and Landis all ayes, no nays, motion carried.

The next regular board meeting was set for Monday, July 15 at 7 pm in George.

A special board meeting was set for Thursday, June 27 at 7 pm in George to appoint a new board member for District 4.

A special board meeting was set for July 2 at 7 pm in George for the superintendent candidates noting the interview portion will be closed session.

The board thanked Mr. Eyerly for his service to the district.

A motion to adjourn at 9:30 pm was made by Fiedler, seconded by Landis, and carried 4-0.

GEORGE-LITTLE ROCK COMMUNITY SCHOOL BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met in work session on Thursday, June 13, 2019 in the Library in Little Rock. Board President Doug Krull opened the meeting at 9:35 pm. Board members present were Doug Krull, Wade Netten, Kristi Landis, and Curt Fiedler. Also in attendance were Board Secretary Cathy Bonestroo, and guests Valecia West, Dawn Arends, and Darcy Hansmann. Principal Steven Green and Principal Molly Schilling joined by phone. It was noted that work sessions follow a different format with no public comment.

Board work session was held regarding the superintendent search and stressing being uniform with what we want. One application who likes part-time was received by Bonestroo. Krull shared he has had a conversation with the applicant and Bonestroo is familiar with him. Pay was questioned for him as he is currently on a short-term contract. Must have someone familiar with Iowa law and can hit the ground running was stressed. What does board want was questioned. It was noted that if full-time must be someone good. It was noted that financially for the district part-time is good with the best possibility to operational share to receive funding noting sharing a superintendent is a strong possibility in the future with either Harris-Lake Park or Hartley-Melvin-Sanborn. Direction and needs of the district were discussed and again reviewed and requested for consideration. It was stressed to be concise with what is wanted as a candidate.

Work session ended at 9:42 pm.