

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met in regular session for the annual meeting on Monday, November 25, 2019 in the High School Library in George. Board President Doug Krull called the meeting to order at 4:30 pm with the reciting of the Pledge of Allegiance. Board members present were Doug Krull, Wade Netten, Curt Fiedler, Kristi Landis, and Jason Fugitt. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, and guests Tyler Glanzer, Nyla Hellinga, Darcy Hansmann, Virginia Klaassen, Ashley Stueven, Austin Lloyd, Andrew Sprock, and Brandon Broersma.

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. After submitting the paperwork to speak, Gerald Grave addressed concerns of the weight room requesting to bring back the leg press and squat machine which have been removed from the weight room and look into the condition of the equipment noting the bike and Smith machine. Gerald noted he and Fred have taken care of cleaning in the past and requested to have more awareness of equipment and cleaning. Gerald also asked where the possible expansion of the weight room stands. O'Donnell noted there would be an upcoming meeting regarding plans for all of the facilities.

Superintendent O'Donnell had Activities Director Glanzer report on fall sports and activities. Glanzer noted the success of the fall sports with boys cross country success and state showing, girls cross country improvements, football district championship and qualification for playoffs with a bright future with underclass and middle school successes, and volleyball regional success peaking at the end of season. Glanzer also recognized Lauren Jurrens, Daniel Schreiber, Kaci Klingenberg, Madilyn Matuska for all-conference selections; and academic all-conference recognition for almost all of the seniors in cross country and volleyball. Krull also noted the success of the fall play both nights. Mr. Green recognized Frontier Bank for the meat and cheese trays provided during parent-teacher conferences and Sheri Stratman for her work in receiving pork coupons. O'Donnell recognized Frontier Bank and Security Savings Bank for the fruit and drinks provided at the cross country conference meet and thanked them for their support. Superintendent O'Donnell recognized the board of education retiring members Doug Krull and Curt Fiedler for their service and impact provided at the board level. O'Donnell presented lifetime passes and plaques to Curt Fiedler for 8 years of service and Doug Krull for 13 years of service, and thanked them for their dedication and hard work.

A motion to adopt the agenda was made by Fiedler, seconded by Fugitt, and carried 5-0.

A motion to approve the minutes from the previous meeting was made by Fiedler, seconded by Netten, and carried 5-0.

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

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

Bonestroo presented the canvass of election results. District 1: Andrew Sprock received 466 votes with 1 scattering vote for a total of 468 votes declaring Andrew Sprock elected. District 4: Jason Fugitt received 438 votes with 2 scattering votes for a total of 440 votes declaring Jason Fugitt elected. District At Large: Paul Denekas received 186 votes, Austin Lloyd received 215 votes, Allison Sandbeck received 126 votes with 1 scattering vote for a total of 528 votes declaring Austin Lloyd elected. A motion to approve the canvass of votes was made by Fiedler, seconded by Netten, and carried 5-0.

Krull requested Bonestroo give clarification on the quit claim deed. Bonestroo shared the quit claim deed was from a land exchange in 2010 between the City of George and George-Little Rock School which was never properly filed. She noted she pulled board minutes and a public hearing was held along with board approval of the land exchange. The attorneys involved requested that the 2010 board president and secretary sign off on the paperwork. Since signatures were not agreed upon, it needed to be represented to the board for action to allow Krull and Bonestroo to sign off on the paperwork for the 2010 land exchange quit claim deed. Krull shared this was a land exchange between the elementary and pool and the playground area. A motion to approve the quit claim deed to allow Krull and Bonestroo to sign the paperwork from the 2010 land exchange which did have a public hearing in 2010 and was already board approved in 2010 was made by Fiedler, seconded by Netten, and carried 5-0.

Curt Fiedler congratulated the new board members recognizing it is not an easy job and the work you do as board members. Fiedler recognized that tough decisions are sometimes necessary and decisions should not be based on family or friends, but on the best interest for the entire district. Fiedler shared that small issues become big issues if not dealt with and the need to have one boss in charge. Fiedler also recognized Principal Aeikens for handling a situation in her building and following the correct approach of bringing in law enforcement when needed. Fiedler shared that as a board, you will not always be in agreement and opinions are ok and it is ok to disagree and work through things in the end. He also recognized that board decisions should be made by the entire board and not one or two members and everyone's opinion should be valued and respected. Accountability, transparency, and doing the right thing are important for both the board and district. Board involvement was also noted that with serious things all board member involvement should occur and not just one or two members. Fiedler shared that being passionate is ok and encouraged new members to not be afraid to step out of their comfort zone. He shared it is OK to disagree, no one is perfect, and passion can be seen. The Iowa Association of School Boards (IASB) is a resource for board members especially with legal questions. Fiedler also shared that sometimes the truth hurts and shared a list of good things and not so good things for the district including the handling of the garage sale, fairness, the need for the buddy system to disappear, and precedence awareness. Fiedler also shared Les Douma's quote that "people need to be put back to work" and stressed the need for this in the district. Fiedler stressed there are great kids at GLR, kids who excel in many things, good families who have remained loyal, and with good leadership we can bring GLR back to a great school, but we cannot be afraid to discipline – be fair, firm, and consistent and be back to one boss again at GLR. Fiedler closed stating GLR can't just stay, but needs to excel.

Fiedler then shared that he had discussions with Superintendent O'Donnell about being turned down for the assistant track coach position in which he did apply. He shared that he and his family were going to set up an endowment for scholarships for track and cross country, but after sitting down and with the discussions held, this endowment will no longer be a direction pursued. Fiedler encouraged everyone to remember to treat others the way you want to be treated, and keep things going in the right direction. Fiedler shared "We at GLR are better than that." He also shared to be aware of the districts position, noting Clay-Central-Everly and not letting that happen to GLR. Fiedler shared there is a lot of help in the district but to remember the board are the bosses and administration brings recommendations to you but you don't have to approve.

Doug Krull thanked the board and expressed enjoyment of working on the board. He shared his enjoyment of seeing the district grow and accomplishments of the district and being in a better place financially than 13 years ago when he started. He expressed appreciation to everyone for all their hard work, thanked Cathy for her hard work, and thanked Pat for stepping into the superintendent interim position.

A motion to adjourn at 5 pm was made by Fiedler, seconded by Netten, and carried 5-0.

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met in regular session for the organizational meeting following the annual meeting on Monday, November 25, 2019 in the High School Library in George. Superintendent Pat O'Donnell called the meeting to order at 5:04 pm. Board members present were Wade Netten, Kristi Landis, and Jason Fugitt. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, and guests Tyler Glanzer, Doug Krull, Curt Fiedler, Nyla Hellinga, Darcy Hansmann, Virginia Klaassen, Ashley Stueven, Austin Lloyd, Andrew Sprock, and Brandon Broersma.

Superintendent Pat O'Donnell called the organizational meeting to order at 5:04 pm. A quorum was established. Ashley Stueven and Matt Haken requested senior privileges on behalf of the senior class. Ashley noted reasons for consideration of 1) hard working and involved class with nearly every student involved in at least 1 and many 2 or more activities, 2) class member with 3.9 GPA not even in the top 5 students in the class, and 3) senior privileges allow time for future with preparing for jobs, college applications and scholarships. Matt expressed the good representation the senior class has provided in representing the school and both communities well.

A motion to approve the agenda was made by Landis, seconded by Netten, and carried 3-0.

Bonestroo administered the oath of office to Jason Fugitt, Andrew Sprock, and Austin Lloyd as elected board members.

The organization of the board followed with nominations for president requested. Netten expressed appreciation if he would not be nominated for president due to current job duties and time difficulty. Fugitt nominated Kristi Landis for president. Nominations ceased. A roll call vote was taken with Lloyd, Sprock, Fugitt, and Netten voting ayes. Landis voted for Netten. Motion carried 4-1. Bonestroo administered the oath of office to board president Kristi Landis who then took over running the meeting. Fugitt nominated Wade Netten for vice-president. Nominations ceased. A roll call vote was taken with Lloyd, Sprock, Fugitt, and Landis all ayes. No nays. Netten abstained. Motion carried 4-0. Bonestroo administered the oath of office to board vice-president Wade Netten. President Landis administered the oath of office to board secretary/treasurer Cathy Bonestroo.

Superintendent O'Donnell shared a listing for future board meeting dates for the year, noting it would be good to have set dates with time adjustment possible as needed.

A motion to approve the interim payment of bills pursuant to Board Policy 705.3 was made by Netten, seconded by Fugitt, and carried 5-0.

A motion to approve Lyon County News and Little Rock Freelance as official district newspapers was approved by Netten, seconded by Lloyd, and carried 5-0.

A motion to approve the banking depositories of Security Savings Bank, Frontier Bank, and ISJIT (Iowa Schools Joint Investment Trust) was made by Fugitt, seconded by Netten, and carried 5-0.

A motion to approve the \$3,000,000 depository limit at district depository banks was made by Fugitt, seconded by Sprock, and carried 5-0.

A motion to approve the legal counsel of Stephen Avery of Cornwall, Avery, Bjornstad, and Scott was made by Fugitt, seconded by Lloyd, and carried 5-0.

A motion to remove Doug Krull and replace with Kristi Landis on bank accounts was made by Netten, seconded by Fugitt, and carried 5-0.

The board reviewed the NWAEA board briefs, new board member onboarding checklist, and upcoming board regional workshops (leadership essentials for school boards held at NCC) encouraging the IASB presentation is especially good for new board members. Additional items will be distributed at upcoming board meetings to avoid overload.

Principal Green reported on a teacher assignment change for Michele Johnson who is currently teaching a math class one period a day in addition to her teacher leadership duties. It was explained that there was a \$3000 increase given on her contract this summer for covering one class a day for the 19-20 year. Green noted Johnson's role of instructional coach within classrooms takes a significant amount of time especially with the district's comprehensive status and new curriculum. Green shared a study hall period will be taken away from Glanzer and he will be able to cover the math class second semester. The change would result in a contract decrease for Johnson in the amount of \$1500 with the class change starting second semester. Green confirmed all parties involved are aware, understand, and in agreement.

Superintendent O'Donnell reported on the training/sports marketing agreement and the water line leak by the bus barn which was GLR's responsibility with updating 3 curb stops, patched line, and pea gravel until concrete work can be completed. Snow removal was discussed with it reported that Ken Roseberry will no longer be able to complete snow removal as planned. Mitchell and Huss provided an estimate for snow removal with their payloaders and skidloaders for parking lots, horseshoe, sidewalks, and the street in front of the elementary at \$550 per event with an event considered for 1" or more of snow. Additional hourly rates will apply for touch up work after light snow or wind-blown snow. NWAEA board of director's ballot was presented with Amy Jurens on the ballot and recommended. Bus inspection reports were shared. December work session for orientation of finances was requested for December 9.

O'Donnell shared documents outlining a recommended superintendent search hiring timeline and administrative structure recommendations. December board meeting should include a decision of what option to pursue. O'Donnell shared that consistency with one boss is needed and the tenure of a superintendent directly relates to student achievement. O'Donnell encouraged board members to contact him with questions.

A motion to accept the resignation of Charles Stai as middle school boys' basketball coach was made by Netten, seconded by Fugitt, and carried 5-0. O'Donnell shared this was a licensing issue.

O'Donnell shared his philosophy of hiring coaches who are on staff as the top priority and with the boys and girls assistant track position felt it was good to have consistency with coaches who are on staff for stability of the program and to have a female role model and coach being good for the girls on the team with the head coach a male also good for the boys and to have balance for the program. A motion to approve the hiring of Carola Vivian as part-time custodian at \$12.50 per hour up to 29 hours/week, Kris Hamilton assistant boys and girls track coach at \$2952, Bryan Paulson, middle school boys' basketball coach at \$2153, Sean Mustian as district volunteer with ELL, Teresa Stofferan as substitute teacher, and Kate Nagel as girls basketball volunteer coach was made by Fugitt, seconded by Netten, and carried 5-0.

Pat shared he would like to move to a consent agenda which means anything that needs to be pulled out for discussion or abstained would be pulled from the agenda and all others voted at once with one motion. Then, those pulled for discussion or needing members to abstain would be made with individual motions. After discussion, a consent agenda will be considered for future meetings but not at this point.

A motion to approve the presented LCRF grant applications from Brittany Negus, Amanda Trei, Stacie VerSteeg, Melia Towne, Sharon Klahsen, and Steven Green and the Genius Week committee for a total of \$8,443.91 in grant applications was made by Netten, seconded by Lloyd, and carried 5-0.

A motion to approve the bus driver handbook amendment noting additional clarifications for the driver's pay defined page was made by Fugitt, seconded by Netten, and carried 5-0.

A motion to approve the board committee structure was made by Netten, seconded by Fugitt, and carried 5-0.

A motion to approve the district's administration to submit a request to the SBRC in the amount of \$80,832 for MSA for open enrolled out students not included in the district's previous year's certified enrollment was made by Lloyd, seconded by Netten, and carried 5-0.

A motion to approve the district's administration to submit a request to the SBRC in the amount of \$3027.20 for MSA for providing English language learner program for students who have exceeded five years of weighted funding in Fall of 2019 was made by Netten, seconded by Fugitt, and carried 5-0.

Kristi handed the meeting to Vice-President Netten at 5:40 due to needing to leave the meeting for another obligation.

A motion to approve the tractor lease agreement for a zero cost lease again for a tractor at the Little Rock site was made by Fugitt, seconded by Sprock, and carried 5-0.

A motion to approve senior class privileges request was made by Lloyd, seconded by Sprock, and carried 5-0.

A motion to approve the NASA trip request with the district covering the cost of one staff as supervisor/sponsor for meals and registration (estimated at \$450) and provide school transportation to the charter bus location noting 5 seats on the bus for GLR was made by Fugitt, seconded by Sprock, and carried 5-0. Lloyd questioned the application and approval process and how students were chosen. Green noted that teachers review essay applications with past having 8-10 students apply with 4 chosen to attend. Green noted that students are responsible for paying their share or fundraising through the proper means to raise funds for the trip.

A motion to approve the Athletic Trainings/Sports Marketing Agreement with Avera was made by Lloyd, seconded by Fugitt, and carried 5-0.

A motion to approve the NWAEA Board of Directors ballot vote for Amy Jurrens was made by Fugitt, seconded by Lloyd, and carried 5-0.

A motion to approve the teacher contract amendment with a reduction of \$1500 to Michele Johnson's contract as no longer teaching math class second semester was made by Fugitt, seconded by Sprock, and carried 5-0. Principal Green explained the increase was given during the summer in trying to fill the class, but is able to fill with other staff now (Mr. Glanzer) by taking his study hall supervision away. Discussion was held if Glanzer would then have \$1500 added to his contract which O'Donnell and Green responded with no addition or contract increase for Glanzer.

A motion to approve Mitchell and Huss for snow removal was made by Fugitt, seconded by Sprock, and carried 5-0.

A motion to approve the fundraiser request for the middle school fundraiser for field trips, parties, and activities was made by Lloyd, seconded by Sprock, and carried 5-0.

A motion to approve the IASB driver enrollment form with Medical Enterprises was made by Sprock, seconded by Fugitt, and carried 5-0. Bonestroo explained this was the drug testing company.

A motion to approve to obtain bids for bus radios/communication upgrades (two-way radios) was made by Fugitt, seconded by Lloyd, and carried 5-0.

The next board meeting dates were set for December 9 work session and December 16 regular board meeting at 5:30 pm with both anticipated in Little Rock.

A motion to adjourn was made by Fugitt, seconded by Lloyd, and carried 5-0.