

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, December 16, 2019 in the Middle School Library in Little Rock. Board President Kristi Landis called the meeting to order at 5:33 pm with the reciting of the Pledge of Allegiance. Board members present were Kristi Landis, Wade Netten, Andrew Sprock, Austin Lloyd, and Jason Fugitt. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, and guest Valecia West.

President Landis welcomed everyone and thanked them for attending. 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. No public comment was received.

Superintendent O'Donnell recognized Brenda Sandbulte for the Day of Great Expectations. O'Donnell shared Mrs. Sandbulte will arrive later and requested the board allow her to speak when she arrives.

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

A motion to approve the minutes from the previous meetings was made by Fugitt, seconded by Lloyd, and carried 5-0.

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

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

O'Donnell discussed the proposed consent agenda items. He shared the bloodborne pathogens handbook is required to be updated annually noting the changes were just updating staff members. Bus driver handbook amendment was also reviewed again noting transportation issues with wrestling shuttles and updating handbook as needed. O'Donnell discussed that all wrestlers will ride the wrestling shuttle sharing it is actually stated for wrestlers to ride the wrestling shuttle in the sharing agreement. A Sioux Falls special ed route pay is needed in case of subbing for a route that is currently being shared with the Sheldon district.

Virginia Klaassen arrived as a guest.

Board committees were appointed. Operational sharing committee will be Jason Fugitt. Program sharing will be Jason Fugitt and Wade Netten. Financial services (General Fund, Negotiations, Personnel) will be Wade Netten and Austin Lloyd. Discussion was held if Netten could still serve on financial committee with the committee changes and not having a separate personnel committee. O'Donnell shared that Netten may need to excuse himself from some meetings for conflict of interests but can be on the committee. Capital Projects Committee (PERL, PPEL, Capital Projects) will be Andrew Sprock and Austin Lloyd. Instructional Services Committee/School Improvement Advisory Committee (SIAC) will be Kristi Landis. GLR Education Foundation Board Rep will be Kristi Landis. Lyon County Assessor's Board Rep will be Austin Lloyd. Program Sharing will meet with Boyden-Hull reps on January 24 at 5:00 pm.

O'Donnell shared that superintendent search surveys are out at the local banks and he has sent links out as well. January 6 special board meeting will include work session for superintendent search and exempt session for negotiations. Current superintendent job description was also shared for review with needed

updates requested. Superintendent search timeline was again reviewed. O'Donnell shared philosophy to actively encourage applicants that would be good versus just accepting applications. O'Donnell stressed that Iowa law and finance knowledge are not required but suggested as a huge advantage to prevent the big learning curve. O'Donnell again shared his document regarding his thoughts on what direction the board should consider for a superintendent position which included another interim superintendent, full-time superintendent, shared superintendent, or combining a superintendent/principal position which would reduce an administrative position. O'Donnell shared what he felt were the pros and cons of each. O'Donnell shared that another interim superintendent was not encouraged with the needs for the district. O'Donnell shared the advantages of a full-time superintendent and the disadvantage of the cost. He also stressed the importance of balancing financial health and a good educational program. Sharing a superintendent was discussed. Board discussion was if shared and it falls through there were concerns of not being in a position to hire and behind in the hiring process. O'Donnell shared he would not recommend a shared position if he did not have someone interested. Bonestroo shared there were 2 candidates possibly interested in sharing last year. Sharing money from the state was discussed with dollars for 8 students (or just under \$56,000) received for a shared superintendent position with a maximum of 21 students for all shared positions. Currently GLR shares Human Resources (O'Donnell noting his position), Transportation, and Building and Grounds for state funding aid of 15 students (just under \$105,000). O'Donnell also shared the idea of combining duties for one position of superintendent/principal position and the pros and cons for that one position combined.

Brenda Sandbulte arrived and shared about the Day of Great Expectations. Sandbulte shared it began three years ago as a perseverance project for students due to drop out concerns. There are panel discussions and breakout sessions with some fun focusing on powering through struggles. Self-discipline and struggles with procrastination are common topics. This year's speakers included Rob Rozeboom who was unable to attend, Deb Remmerde, and Julie Hollander VerSteege. Sandbulte noted Deb Remmerde hit home with many kids after they understood the significance of what she accomplished. Self-discipline, time management, health, and budgeting were topics covered. Currently freshman class goes on a ropes field trip, sophomores attend a field trip to Lake Pahoja, Juniors focus is integrity with possible involvement with a zoo about how to treat others and animals, and she would like to include a community service collaboration for Seniors. An armless mechanic may be possible in future if funds were available. Kids make promise to each other to help others get to graduation during the day.

Netten left the meeting at 6:10 pm.

O'Donnell continued with superintendent options addressing shared superintendent with 8 possible student funding dollars with a max of 21 student funding for all sharing programs. He also revisited hiring a superintendent/principal administrator in either Little Rock or George which would result in one less administrator. O'Donnell addressed the need to know if sharing will work before pursuing it and the need to be a leader for both districts and keep long period of time. GLR needs consistency, longevity, and tenure. O'Donnell shared the tenure of the superintendent correlates with student achievement.

Principal Reports were shared. Principal Aeikens thanked Mr. Mauldin, Mrs. Lewis, Dawn, and Carola for the music concert set-up. Angelo DiPol, an 8th grade wrestler, was recognized for placing 3rd in Russia. Aeikens shared students will be caroling around town and continuing data progress data with all students, especially special education. Staff have had cognitively guided instruction professional development tied to math refresher and mental health for middle school and high school professional development.

Principal Green shared about the SDI (specially designed instruction) meeting and training for intervention groups and use of data to understand how to appropriately use the data. Game plan when compared to other districts has GLR ahead of the game as a district. ARC training was shared with 3rd grade ISASP test (new state assessment) and comprehensive data need to be strong in 2nd and 3rd grade instruction for feeder program into the middle school. Green shared about the comprehensive school status in 3 categories of 1) mathematics, 2) literacy, and 3) social and mental health based on past test scores meaning the district is not meeting state levels in proficiency. This comprehensive status has led to new curriculum in literacy and a lot of training with elementary and middle school teachers. Green shared that with every challenge comes opportunities. Teachers are working hard with progress being made. Small group interventions have improved greatly. Green also shared about youth mental help as a big component right now with focus on relationships with kids and how to do that and effort of staff. Green recognized the music programs for the elementary and high school concerts. 9th grade TAG students participated in a constitution contest doing well as group with Jude Betz a top 100 finalist in the nation from the competition. Fruit sales success with the FFA was recognized. CLGLR wrestlers were recognized with a phenomenal season dominating teams and winning the Emmetsburg tournament with high quality teams at the competition. Nicole Lewis recognized the band's performance with Dordt University at Dordt's concert. Mustang tickets at George elementary going above and beyond with behaviors or routines has resulted in over 3000 tickets for special recognition. Landis recognized 8th grade boys basketball team as undefeated.

A motion to approve Tyler Glanzer as head baseball coach at \$3998 was made by Sprock, seconded by Fugitt, and carried 4-0.

Scheduled review of Policies 208.00 (Ad Hoc Committees), 209.01 (Development of Policy), 209.02 (Adoption of Policy), and 209.03 (Dissemination of Policy) with most just date changes for legal reference was presented. Policy 209.02 changes made reserves right to waive second reading of policies. Two readings were noted as standard practice but not required by law.

Aeikens left at 6:30 pm.

First reads of Policy 403.01 Employee Physical Exam, 407.06 Licensed Employee Early Retirement, 505.08 Parental Involvement, and 905.02 Nicotine Free Environment have been altered and if approved will be presented at the next meeting for second reading approval. Early retirement was presented as structured to keep policy the same or change to just the paragraph to allow superintendent to offer an early retirement based on need including what to consider for retirement at the time with a year to year review as needed and not necessary to offer annually. Direction is needed for which option to present for the second read. Parental involvement updated as needed for Title report. Nicotine-free environment added the e-cigarettes. Second readings of Policies 601.01 School Calendar, 707.05 Internal Control, 710.01 School Nutrition Program, and 804.02 Warning System and Emergency Plans were updated with edits from the first readings.

Discussion was held on early retirement policy with board decision annually. Sprock stated it should be a board decision. Bonestroo noted the early retirement was presented to the board as determined if needed or not in the past for policy approval. Early retirement was not offered last year. Consent agenda was discussed with requests to withdraw or abstain items. No items were requested to be removed from the consent agenda.

A motion to approve the consent agenda items of bloodborne pathogen handbook; bus driver manual handbook amendment with the change noted of hourly rate paid for one hour for drivers who arrive to drive a shuttle/route with nothing driven due to no students; Sioux Falls special ed route pay at \$50 per

round trip; LCRF grant requests from Tina Sherrill-Range of \$750.02 for the Little Rock middle school library, \$749.30 for the George elementary library, \$749.50 for the high school library; and second readings of Policy 601.01 School Calendar, 707.05 Internal Controls, 710.01 School Nutrition Program, and 804.02 Warning System and Emergency Plans was made by Fugitt, seconded by Sprock, and carried 4-0.

Updated board meeting schedule was shared noting January and February swapped locations due to homecoming.

A motion to adjourn at 6:40 pm was made by Sprock, seconded by Fugitt, and carried 4-0.