

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, February 17, 2020 in the Middle School Library in Little Rock. Board President Kristi Landis called the meeting to order at 5:30 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 guests Valecia West, Sherri Kruse, Amanda Trei, Lacey Trei, Ashley Stueven, Lauren Jurrens, Tina Sherrill-Range, Morgan McComas, Darcy Hansmann, Dennis Winkowitsch. Taylor Klingenberg, Gerald Grave, Tim Grieves, Gary Richardson, Ed Jumbeck, Amy Schmidt, Brian Luenberger, Greg DeBoer, Reid Geerdes, Lissa Harson, Michele Johnson, and Tyler Glanzer.

President Landis welcomed everyone and thanked them for attending. A quorum was established.

A public hearing was held on the disposal of assets of some band instruments. No comments were received.

A motion to adjourn was made at 5:32 pm by Netten, seconded by Lloyd, and carried 5-0.

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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. President Landis stated the board would not respond during the meeting, but Superintendent O'Donnell would follow-up.

Dennis Winkowitsch addressed the board regarding the hosted wrestling meet at GLR noting home dual with only 31 fans at GLR, while gym for wrestling and football stadium are full at Rock Rapids. He also addressed the sharing programs with Central Lyon expressing concerns that too much is being swayed and going towards Rock Rapids. Winkowitsch asked when is fair going to be fair with the sharing agreement and concerns of girls' softball. Winkowitsch also stated that he read the minutes noting board's concern with too much change at one time in regards to the elementary daycare opportunity and questioned why wait when the need is now which would assist with keeping some of our parents and work force in our communities. He questioned if there was really a need to wait and a great opportunity to start soon. Winkowitsch also stated concern of hard time believing \$110,000 – \$120,000 salary for

superintendent is needed in our communities with low living expenses, concerns of watching our spending, and if it takes that to get a quality person.

Amanda Trei addressed the board with concerns of accessibility accommodations with realignment, staff driving to new location with already lower pay and housing concerns, and concerns of what special education will look like in K-5 building.

Taylor Klingenberg addressed the board on behalf of the daycare committee. He expressed the committee had looked into building a new daycare center and difficulties with costs projected over \$1 million to build. He shared he has had great conversations with Pat about grade realignment and the opportunity to utilize the elementary for daycare. He noted the design of the new center had a similar layout as the current elementary. Meetings have been held with Remsen childcare representative stating the expected need for 5 classrooms and mentioning the elementary classrooms already have the needed bathrooms, sinks, direct exit out of one room and positive layout to provide for daycare. Fire marshal met with Kary Conaway stating there wasn't anything needed that would be too crazy to operate the daycare in the elementary. The daycare committee is a 501c3 and has tentative fundraising and support to get daycare started this fall as a possibility.

Gerald Grave addressed the board regarding the weight room progress and concerns of weight room cleanliness stating the district is asking for trouble. He requested the leg press to be returned and stationary bike fixed stating he previously addressed with no action. Grave shared that he has Smith machine parts on order to fix it. Grave presented a proposition that he would clean the weight room and move equipment if allow to put leg press machine back in the weight room. He also addressed the 8<sup>th</sup> period class that lifts needs to pick up when they are finished and put things away including garbage into the garbage containers and noted supervision is needed.

Superintendent O'Donnell recognized speech participants for success with large group district speech, state speech with 8 groups advanced with 6 receiving I ratings, and 2 groups advancing to all-state. All individuals were recognized by name with special recognition to Brenda Sandbulte for her work. O'Donnell also recognized Dylan Winkel who continues to be undefeated at 42-0 and state qualifier for wrestling. Boys basketball hosts first round of district basketball playing against Trinity with anticipated next game Tuesday at 6 versus the Hinton/HMS winner. Girls basketball ended their season in the first round. The team was recognized for their growth as a team and how they never gave up and continued to work hard. The participation in the Iowa Straw poll was also recognized with 106 participants at the middle school level and participation at the high school level too with a certificate received from the Secretary of State.

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

Tina Sherrill-Range, Lauren Jurrens, and Ashley Stueven shared Genius Week project successes. The college and career education program was explained with it starting in 8<sup>th</sup> grade with career day, 9<sup>th</sup> and 10<sup>th</sup> grade career day with Lyon County Economic Development group, Junior career day, National career readiness certificate for all seniors, and Genius week in grades 9-12. Collaboration in small group work, communication, student choice and personalized learning are the focus. Sherrill-Range shared she guides job shadow students. Lauren Jurrens shared about her job shadowing in health occupations for PA or MD comparing small town versus larger community. She experienced rounds with Dr. Robert Santella, a kidney doctor visiting with post-transplant or people having dialysis and was able to scrub in and watch a kidney transplant. Ashley Stueven shared her experience with lesson planning and teaching of science of music for kindergarteners, improvements she made to the plans after consulting with Mrs. Harson, and

her job shadow with a teacher at Sioux Center Christian school who had experience with public and private school settings and was able to note the difference.

A motion to enter closed session at 5:58 pm was made by Fugitt, seconded by Netten. A roll call vote was taken with Netten, Landis, Lloyd, Fugitt, and Sprock all ayes, no nays, motion carried. Everyone left the meeting except Gary Richardson, Tim Grieves, Pat O'Donnell, Cathy Bonestroo, and all board members.

A motion to return to open session at 6:43 pm was made by Netten, seconded by Sprock. A roll call vote was taken with Netten, Landis, Lloyd, Fugitt, and Sprock all ayes, no nays, motion carried. Tim Grieves and Gary Richardson left the meeting. Guests were invited back into the meeting. Those in attendance were Principal Steven Green, Principal Karie Aeikens, and guests Kristi Donaker, Marlys Conaway, Jessica Ubben, Valecia West, Sherri Kruse, Amanda Trei, Lacey Trei, Morgan McComas, Darcy Hansmann, Amy Schmidt, Brian Luenberger, Reid Geerdes, Lissa Harson, Michele Johnson, and Tyler Glanzer.

Superintendent O'Donnell stated no candidate names will be shared yet until interviews are confirmed, and candidates are given time to communicate to their home schools. Three candidates will be interviewed for the superintendent position with two interviews on March 3 and one on March 4. A motion to approve the 3 candidate names as selected from closed session was made by Fugitt, seconded by Lloyd, and carried 5-0.

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

A motion to approve the bills was made by Lloyd, seconded by Netten, and carried 5-0. Bonestroo shared payment was made to Country Boy Doors for work completed in the summer/early fall noting the payment is above the originally approved bid yet but below the original invoice. It was noted that a staff member approved to go ahead with 5 openers instead of board approved bid of 2 openers. Bonestroo stated that a change order should have been presented to the board for board approval of the change and increased cost.

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

Communication was shared that ISJIT (Iowa Schools Joint Investment Trust) new partner change to US Bank from Wells Fargo and the IASB (Iowa Association of School Board) board president conference.

Student FAST report was given by Michele Johnson. FAST tests are given 3 times a year – fall, winter, and spring. Johnson reported that of the 36 public schools, GLR was previously at the bottom for fluency and accuracy which resulted in the comprehensive status last year. GLR is now number 6 with winter data and feels an example for how to make improvements. It was expressed that the new curriculum is believed to be making a big difference, along with the intervention time as a key piece to the successful improvements. It was also mentioned that tests are done for math and reading comprehension but not reported to the state. Percentages of growth were shared with each grade level either maintaining or showing an increase. 4% to 26% growth on meeting the benchmarks with an average of 9% growth is seen. Johnson noted there are data walls in both buildings to see the growth and shifts. 3<sup>rd</sup> through 8<sup>th</sup> grade will practice the Iowa assessments with the ARC coach going through the data and identifying testing strategies for areas to work on for the April tests with expectations to see scores increased. Johnson expressed the teachers need to be commended for the implementation in the classrooms.

Principal Aeikens reported on the upcoming DARE graduation, middle school dance, star lab, and field trips to Northwestern College, Washington Pavilion, and the Sioux City Symphony. Principal Green reported on the elementary star lab, FFA week (24<sup>th</sup>-28<sup>th</sup>), FFA sub-district contest and state convention in April, ARC clinician working through data with teachers, high school athletics and activities, wrestlers great performance with sectional champions and dual post-season almost upsetting #5 team in state, 5 state wrestling qualifiers, speech amazing performances, girls basketball growth, boys basketball program in action yet, and noted 90% of students are involved in activities.

Superintendent O'Donnell shared committee reports. Capital projects committee will walk through each building. The Estes recommended projects spreadsheet will be reviewed with the committee and local contractors who are familiar with the buildings to see what is truly needed. The spreadsheet is quite extensive with lots of things being discussed in the buildings. O'Donnell expressed that all projects fit together and the need to bring all projects together. He stated nothing will be decided tonight, but information shared to give direction for how to proceed with pathways to remain viable and make us stronger as a district. Opportunities and challenges in the district are declining enrollment and inadequate funding from the State of Iowa.

O'Donnell expressed that discussion needs to take place as to what are the core values of the district, accurate information, and best practices moving forward. We must do what's best for students and step out of our comfort zone. He noted change can be like grieving with like stages of frightening and unknown moving forward. We need to recognize our own bias and discussion needs to be held with open minds, with the need to come together as a district and promote the district as a whole. Questions need to be asked as to why you should be here, why you want to choose GLR, and we need to come together as one. Human organizational system will be the focus with involving the community, teachers, and board. All decision making needs to focus on moving the district forward.

Professional development (PD) has been created to sustain initiatives and get away from the flavor of the day – focused, continuous and ongoing should be the priority with a supportive workplace for staff with pressure and support – high expectations for students with teachers' job to get them there. PD will be ongoing and focused as teacher led to insulate from leadership change, create environment that fosters collaboration, PD goals based upon student data – one for literacy and one for math to drive PD, and actions to achieve the goals. 2020-2021 PD plans map will be developed by April 1. Focus will be key interaction between student and teacher and student achievement will occur, differentiation of learning recognizing not all learn at same rate, time and money for effective teacher learning, \$100,000 on PD for teachers, recognition and use of learning and adult learning styles, viable and guaranteed curriculum, and appropriate assessment techniques. Instructional ideas were shared with AEA personnel coming in breaking down standards to create more focused power standards, Professional Learning Communities (PLC) conference to lead the staff in professional conversations, same calendar as Central Lyon and can run quarterly conversations within same areas for PD, preschool transfer funds to purchase instructional materials/tools to put in the hands of teachers and differentiate adult learning.

O'Donnell shared the administrative perspective of grade realignment with Principal Aeikens and Principal Green also speaking. O'Donnell noted that everything is tied together. Grade realignment includes having all the elementary Tk-5 in Little Rock and all the middle school (6-8) and high school (9-12) in George at the high school building. Elementary school in George will be used for community daycare, preschool, alternative education site, central office, and hot lunch. Principal Aeikens shared reasons for the realignment as 1) instructional time removing exploratory time in LR and having 90 minutes of reading and 60 minutes of math for core areas, no shared staff for 1 period to assist with HS schedule to open up 2 additional classes, save money on shared staff transportation; 2) collaboration and

resources – PD focused on grade span, collaboration more productive with 1 hour early out Wednesdays, shared resources, SPED time used more efficiently with student grouping, educational resources available within building, and all building with the same focus and collaboration. Principal Green expressed more time for classes with the elimination of one lunch period for HS, making one HS lunch and one MS lunch; opportunities for new classes such as economics class, computer programming and coding at HS and MS levels; showcase tools as to how to use in various ways; technology tool for differentiation piece if properly trained; ARC curriculum and need to share; CTE teachers and Perkins and RPP funds – 2 buildings of equipment moved to one; and stressed main focus of being smart with monies to benefit children.

O'Donnell shared the number one reason for open enrollment outs was daycare. Proposed plan will have building improvements in both communities and improved staff retention and turnover. Administration will have one principal per building and implicit instruction in the classrooms. Administration recognized the talk of waiting a year or more but encouraged the board to realign sooner rather than later, noting the principals are on board and have everything mapped out and have not heard any negativity yet. Athletics and activities were discussed with MS activities remaining in LR, noting bus students either way. It was also expressed that there is plenty of space in both buildings to accommodate the realignment. Green shared being on the comprehensive status was a big deal and embarrassment for the district, the need to use monies more wisely, explicit instruction and look at things differently and outside of box and not kick can down the road, and staff opportunities for healthy conversations daily. Green stated successful for students in multiple ways and the realignment should be viewed as a lighthouse for both communities by building partnerships with communities noting daycare and head start. Trend line has enrollment down and the possibility to use this opportunity to possibly stop and plateau or reverse in the future by having something in place and focus on forward thinking. Green also stated we have the before and after school program, but now hitting at a younger age and have rental income for the district with daycare and head start. He also shared that with state reporting we have 4 buildings in the eyes of state with 2 elementary buildings.

Duties for teachers in 5<sup>th</sup>-8<sup>th</sup> grade concerns were expressed with it noted that principals already have plans sketched out for everyone to have a place with rooms and staff outlined. High school and middle school will basically be viewed as a school inside a school with plan to segregate MS and HS students and keep separate including a separate bell system. Staff will be moved around and remain in their content areas with future focus of filling roles from within with some staff certified in additional areas but may not be teaching in all their areas. The realignment creates insulation for the district, game plan for turnovers or staff changes, daycare lunches bought from the school with kitchen use, head start possibly integrating with preschool as not enough numbers for head start alone, and opportunity for lunches served not just during the school year. Head start is very interested in being part of the change.

President Landis stated public and staff comments are welcomed and opened the meeting up for 10 minutes. Discussion included bus concerns which happens both ways in both communities and chaperones on buses to assist with other situations currently occurring. Concern was if it was possible to get it done correctly and well by August 10. Question was if people are aware of what is being discussed. Grade realignment and what needs to be done moving forward with facilities. No decision being made tonight was stressed. Evening meetings in each town to hear concerns and thoughts on the realignment. Concerns of moving classrooms were shared. Lissa Harson noted when she moved between the communities and focus needs to be on the positives and just get it done. Amanda Trei expressed concerns of teachers who want to apply with the elementary in Little Rock and the likely commute with the need to have highly qualified teachers and want to be with the best. Jessica Ubben expressed that she does not

mind the commute now and she needed and wanted the job. Donaker stated concern of all the “stuff” that needed moving. Fugitt questioned how staff who have been in buildings for 20+ years felt, especially with driving. It was stressed that it is time to put away own selfish opinions and truly look at what’s best for students and the school. Staff expressed excitement about the realignment and that is the overall attitude of teachers, staff, and administration.

It was also stressed that it is time to forget the past and move forward. District culture needs to be worked on and improved, and all agree the focus needs to be on benefits for the students. Whatever is decided, everyone needs to stick together. Donaker noted she stayed in George with the other move changing to 3<sup>rd</sup> grade, so she could still help with HS music. It was also stated that most students ride buses to school in West Lyon and Boyden-Hull districts, and it has worked well for many years. Community meetings will be held for district viability. Kids first should be the focus and how it affects kids positively and negatively needs to be decided and shared. Landis thanked everyone for their input.

Facilities were discussed with capital projects for summer work already defined and now long-range ideas for facilities need to be addressed. O’Donnell shared facility dedicated fund always covering band aids and not using what we could be using it for on an annual basis. Commitment to each town and to our students and teachers is needed. O’Donnell proposed long range facilities planning for learning and comfort, HVAC in both buildings is needed, windows, ADA appropriateness, playgrounds to code, science labs, learning friendly furniture, community connections playgrounds and daycare available, weight room possibility, and future remodels for grade realignment with knowing the needs after living in the realignment. O’Donnell proposed a bond issue should occur in 2021 once number/dollars needed are determined. This would open PPEL funds to use what they should be used for. Local contractors would be used to infuse money back into the community. O’Donnell shared that all summer project contractors, but one are local. O’Donnell also stressed ensuring commitment to both communities. Future facility financing has \$13.3 million available for bonding with guess of needs at \$5-8 million. O’Donnell recommended to not tie up the PPEL fund with a PPEL bond.

President Landis stressed that everything is a proposal based on O’Donnell’s research and opinion about a bond and just an exploration before moving forward with anything.

Boyden-Hull sharing committee update was reported noting issues for rural Iowa schools – classes, funding, and online learning. Sharing teachers and professional development with Boyden-Hull will be explored.

Program sharing committee discussion was held on conference affiliation. It was stressed that sharing programs and conference affiliation are not made on a whim but have had lots of discussion. Possibility of moving to different conference was shared – from Siouxland Conference to War Eagle conference is being explored. Activities Director (AD), Tyler Glanzer, presented what it would look like. Switching conferences has been discussed with sharing committee and coaches. It was stated that the bigger schools are growing in Siouxland conference. Free up schedule by playing once is not an option in the Siouxland Conference. War Eagle only plays each conference team once which allows to schedule an additional 10 games. Transportation will be farther but only once every other year with only 1 game per year. Goal is to look at numbers and compare with others. Coaching and AD standpoint is to level playing field for the kids to discuss if not move to action. Conference realignment has been talk at many AD meetings. Good years and bad years for competition was expressed. Varsity level huge inequity due to numbers competing with schools with 15 players versus double plus our numbers. Winning breeds winning was noted with ripple effect for all programs. Fugitt expressed making it clear that we are only looking at new conference for programs not shared. It was confirmed only for non-shared sports – includes sports we are

home school for 2 programs and remain Siouxland conference for those programs. Bigger attendance with Boyden-Hull and Central Lyon and concerns of attendance and gate receipts were expressed with preserving some other competitions with these schools. Schedule allows more options was stressed with the War Eagle conference. It was also expressed that it is not that we won't continue to play, but only need to play once. Decrease in attendance at games is seen everywhere – with concern as backlash from livestreaming. Attendance increases with better product and better records. Backlash is distance to travel and how to combat and still have people attend the games. More public and parental input is needed. It was also noted that the War Eagle conference is also a competitive conference. Kids more competitive in war eagle conference and getting kids to focus and realize all teams have opportunity to believe they can win.

Discussion was opened to those in attendance. Coaches expressed that numbers are so low that all kids play varsity for GLR with no separation for JV and then have to play JV and varsity games back to back and difficulty to motivate them to get back out there for 2<sup>nd</sup> game, especially after a loss. There are currently 14 girls and 17 boys out for basketball in high school. Concern was expressed if conference is not as tough, then how get teams tournament ready. It was also stated that attendance is poor at home and on road. Change of mentality is needed to support each other across the board noting majority of fans are parents and extended families. Mentality of commitment is needed. Girls related sports attendance fluctuates based on results being seen. Change will not be easy. Coaches Luenberger, Schmidt, and Geerdes shared support of changing conference affiliation. Coaches also admitted never thought of changing away from Siouxland Conference before– only so much you can say to teams to motivate was noted by coaches. Glanzer stated it has been on the table since he arrived at GLR. Projections seen 5 years ago and nothing has really changed. Sprock stated the need to look at 10-15 years from now, and concern of if leave will never get back in Siouxland Conference. He also expressed concern if this will help our school grow or will see continued decline and feel level of excellence needs to be there and not to settle. Growing the school or maintain and accept declining enrollment was questioned. Question was also posed if it will make our school attractive. Everyone was thanked for the great conversation.

Superintendent O'Donnell shared 2- \$2000 signing bonuses for difficult to fill positions is proposed with \$1000 received at end of first year, and \$1000 at end of second year; brochure to promote GLR for teacher fair; FFA state convention request, summer rec program, LCRF grants for Mauldin and combined for Geerdes and Helkenn, school calendar, disposal of assets, NASA fundraiser request, 1988 Ford F150 pickup seeking bids, Premier Service contract, open enrolled out application will be tabled for now, and 1998 Ford van salvage bid. O'Donnell also shared an updated paraprofessional job description for review and action next month.

A motion to approve the resignations from Bryan Paulson, middle school boys' basketball coach and Nick Long industrial tech teacher and recommendations for hire of Connie Jansma, assistant softball coach at \$2,706; Nathan Klingenberg, middle school baseball coach at \$1,538; Tim Mauldin, model teacher prorated at \$1250; and Sherry Mitchell, paraprofessional at \$9.50/hour for 15 hours/week was made by Netten, seconded by Lloyd, and carried 5-0.

O'Donnell shared policy review noting scheduled reviews for Policy 210.01 Annual Meeting, 210.03 Special Meeting, 210.04 Work Sessions, 210.07 Rules of Order, 210.08 Board Meeting Agenda with just legal changes.

Consent agenda was opened for comments. Open Enrollment application was tabled.

A motion to approve the consent agenda items for summer projects of \$78,940 to include Chad Klosterbuer for carpet at \$26,215, Pella Windows for windows in Little Rock and High School for

\$30,219, Popkes Construction for concrete at \$13,700, and Peters Construction for Little Rock office and front entry remodel at \$8806; \$2000 signing bonuses as outlined for hard to fill positions of Spanish and Industrial Arts teachers, FFA request to attend State Convention with district provided transportation; summer rec program for 2020; LCRF grants from Mauldin for \$686.88 and Helkenn/Geerdes for \$1152; 2020-21 option 1 school calendar with start date of Monday, August 24; disposal of older band instruments through sale through reverb.com and accept bids at the proposed values provided by Schmitt Music; fundraiser request for NASA Pizza Ranch tip night; approval to seek bids through salvage companies and posting on website for 1988 Ford F150 pickup with 93,535 miles; ethernet service contract for \$1500/month for 1 GB ethernet, bid from Lems Auto for disposal of 1998 Ford Club Wagon van at \$200; second reading of Policy 209.02 Adoption of Policy; and first reading waiving the second reading of Policy 210.02 Regular Meetings, 210.05 Meeting Notice, 210.06 Quorum, 210.09 Consent Agendas was made by Fugitt, seconded by Netten and carried 5-0.

President Landis thanked everyone for attending noting the long agenda with important and delicate issues.

A motion to adjourn at 8:38 pm was made by Sprock, seconded by Fugitt, and carried 5-0.