

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for a public hearing on Monday, January 20, 2020 in the High School Library in George. Board Vice-President Wade Netten called the meeting to order at 5:30 pm with the reciting of the Pledge of Allegiance. Board members present were Wade Netten, Andrew Sprock, Austin Lloyd, and Jason Fugitt. Kristi Landis was unable to attend. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, and guests Valecia West, Landon Ahlers, Darcy Hansmann, and Marlys Conaway.

A quorum was established. A public hearing was held on the 2020-2021 School Calendar. No public comments were received. A motion to adjourn was made at 5:32 pm by Sprock, seconded by Fugitt, and carried 4-0.

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A quorum was established. A public hearing was held on the establishment of a flex fund and transfer of \$265,000 preschool categorical funds to the flex fund. No public comments were received. Superintendent O'Donnell shared that the flex fund allows moving the restricted general fund categorical preschool money to the general fund unrestricted for more district flexibility with a resolution voted on at the regular meeting tonight. A motion to adjourn was made at 5:33 pm by Fugitt, seconded by Lloyd, and carried 4-0.

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The George-Little Rock Board of Education met for a regular board meeting on Monday, January 20, 2020 in the High School Library in George. Board Vice-President Wade Netten called the meeting to order at 5:33 pm. Board members present were Wade Netten, Andrew Sprock, Austin Lloyd, and Jason Fugitt. Kristi Landis was unable to attend. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, and guests Valecia West, Landon Ahlers, Darcy Hansmann, and Marlys Conaway.

Vice-President Netten welcomed everyone in attendance. 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 shared that he and Cathy met with Gary Richardson from the superintendent search firm as he was unable to attend the meeting as planned due to weather reschedules. The

superintendent search survey results and board overview from the work session were shared with Gary. O'Donnell reviewed the forms for the board to complete and return to assist the search process including characteristics for the superintendent, strengths and weaknesses of GLR, and priorities. Focus groups were explained as parents; administrators (principals, activities director, school business official); board; certified staff (teachers); support staff; and students with one hour interviews with each group. Focus groups need to be established before February 17 for training with the search firm. A timeline was shared with a special board meeting set for February 24 to review all candidates and determine candidates to interview.

O'Donnell shared the mutually agreed upon superintendent characteristics he and Cathy shared which included leadership, community presence, understanding of small town and NW Iowa culture, Iowa law and finance knowledge or ability to learn quickly, integrity, personal skills, and active in both communities. The board was asked for anything else to add with no additional recommendations from the board. Candidates will be presented in three tiers to the board which include 3 candidates recommended for interviews, second tier of possible candidates to add an additional interview candidate, and third tier of candidates not recommended. All candidate names will be brought to the board with their resume, letter of application, and a summary. Search firm will thoroughly review and vet all the candidates. It was again noted that personal information cannot be shared in a public meeting, so closed session will be required in the candidate selection process. A resolution for confidentiality will be brought to the board tonight for this purpose. It was noted that confidentiality of all candidates is needed and to not share or discuss information. Final candidate recommendations will become public. The search firm will not recommend who to hire, but will recommend people to interview. Work session was also discussed with the firm which included changing the attitude about hiring and that we deserve someone good and are not willing to settle. Salary range will need to be determined tonight. O'Donnell shared the recommended range discussed with Gary was \$110,000-\$120,000. Experience was questioned for salary and it was noted that it's about what we can offer, and not so much about experience for the salary. It was also noted that to get a qualified candidate we need to be competitive. Budget was questioned for the salary range and if we could make that work. It was noted that the district will need to be frugal and look at all expenditures carefully.

Principal Aeikens recognized 6th grade honor band of Sosie VerSteeg, Ashley Schmidt, and Lindsey Haken. Principal Green recognized three seniors for receiving character counts champions of character recognition including Matt Haken, Lauren Jurrens, and Madisen Dreesen. Homecoming coronation will be held tonight. Donations were recognized from Premier Bank, Premier Communications, Russ Verburg, Mark and Mary Behrens with a matching donation from Farmers Mutual, Cooperative Energy patronage dividend, and Cooperative Farmers Elevator patronage dividend.

A motion to adopt the agenda was made by Lloyd, seconded by Fugitt, and carried 4-0.

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

A motion to approve the bills from all funds was made by Fugitt, seconded by Lloyd, and carried 4-0. It was noted that all first semester open enrollment bills are included this month.

A motion to approve the financial reports was made by Lloyd, seconded by Sprock, and carried 4-0. Bonestroo noted that revenues are up \$10,154 and expenditures are up \$49,434 from previous year.

The board reviewed the 2019 EMMA annual filing information. O'Donnell explained the EMMA website was established to increase the transparency of the municipal securities market by providing free

public access to municipal securities disclosures and data. EMMA provides investors, state and local governments and other market participants with key information and tools to put that information into context. It shares information about the GLR district that impacts us including enrollment trends, open enrollment, population, employment stats, tax assessments, valuations, tax rates, largest taxpayers within the district, and debt. Key dates for bargaining units were shared. O'Donnell shared his goal of having contracts issued the first date allowed.

Principal Reports were shared. Principal Aeikens recognized the middle school girls' basketball teams with 12 total girls out for basketball (6-7th graders and 6-8th graders), middle school participation with homecoming dress-up days, middle school science projects, and FAST testing for reading fluency with seeing overall scores increased since fall. Principal Green shared about FAST testing and that he's proud of the growth shown in students and encouraged with the new curriculum implemented. Intervention groups are also implemented in both buildings for small group instruction for literacy needs, ARC professional development with teachers continues, and school pace as part of reading curriculum data and FAST data coinciding with gradual improvements. Zoo mobile will be coming to the elementary to connect with the new reading curriculum. CNA classes have begun at the high school with students receiving college credit. Mrs. Stratman is teaching the CNA classes through NCC. Genius week was discussed for the wide range of projects and job shadowing in the area. Coronation court was recognized with Dax DeGroot, Matt Haken, Payton Mauldin, Johnny Schmidt, Cody Kramer, Lauren Jurrens, Jenna Maggert, Kaci Klingenberg, Madisen Dreesen, and Mel Harson. Homecoming activities and other events were recognized for the week with a very busy week.

Netten asked about the students' response to the new curriculum. Principal Green shared it was overwhelming at first to build stamina for the reading with need to build foundation for longer periods. He shared it is still a process for both teachers and students. Principal Aeikens reported students seemed excited to do away with AR at the middle school level with the ability to read what they want. Most students are reading steps and are meeting or exceeding the steps. Principals shared curriculum creates fidelity in the classroom and allows for collaboration. Board questioned if it was felt that Genius week should continue or if it has seen its lifespan. Principal Green shared he feels parts are very strong for Genius Week while other areas need improvement. Green also recommended renaming in the future and a joint decision is needed. Job shadowing successes were shared including a student's participation with a surgery and invitation to come back and witness additional surgeries.

Superintendent O'Donnell reported on committee meetings. Fugitt shared the Central Lyon sharing agreement ends in August with renewal being discussed with the biggest discussion and negotiations being held on softball going forward. O'Donnell shared about the capital projects committee and development of a list of possible summer projects with additional meetings for more long-term planning. Sprock and Lloyd noted the biggest emphasis was put on safety concerns and ADA compliance and felt it was a good team effort for the capital projects.

O'Donnell shared the school improvement advisory meeting was held with Kristi Landis, Jordan Menning from AEA, and the teacher leadership group narrowing down the power standards to focus on the most important things and go into deeper thinking and understanding. Focus shared was the education standards triangle including curriculum, professional development, and assessments to tell students and parents what has been learned, specifically telling parents where children are mastering and where they are not. O'Donnell shared the agenda from the January 16 professional development agenda noting work to do with some work in the summer including the ESSA team to Des Moines as required as a comprehensive school and collaboration with the teacher leaders attending a PLC (professional learning communities) conference.

The proposed calendar for 2020-2021 includes every Wednesday afternoon early outs to keep professional development constant for staff with the ability to take what they learn that day right into the classroom. O'Donnell shared professional development on a weekly basis impacts classrooms more. The focus is on growing the teacher leader team to assist with implementing the professional development plan and develop teacher learning. The TLC (teacher leadership and compensation) plans are part of the teacher leadership categorical/restricted money. TQ (teacher quality) also known as PD (professional development) is also categorical/restricted money which is only spent on professional development. The 2020-2021 calendar includes an extra day before school paid from professional development funds with about \$12,000 for teaching staff for one day. Common language for all staff needs to be developed. It was noted that curriculum mapping was used several years ago and lost all work when stopped subscription so the importance of creating a map to carry forward with what is used was stressed. Tools and instructional materials will help success and be paid from flex fund from the preschool money transfer.

O'Donnell noted that Dawn Arends will be leading the bid process for all summer projects and will have over-time because of this. Fugitt asked about listed projects that were not acted upon noting the weight room was not acted upon. O'Donnell shared this is a general summer projects list for now with the next meeting to move forward with other needed projects in the district and presenting different options to be able to move forward on them. Community benefits and upgrades need to go along with the other needed things for the district as a focus with developing a plan to move forward for the next 5-10 years. Bids will be presented for future board approval on summer and other projects. Fugitt inquired about weight room painting project not completed for Genius Week and if sponsors are validating work and reinforcing results. Weight room was addressed with concerns of possibly no standards, lack of responsibility for putting things away and problem of mess with painting believing the intent was good and could look good, but follow-up is needed. It was noted that accountability is needed for projects. This was noted as an area that needed growth and review for the future of Genius Week.

Disposal and bids for the 1998 Ford van which needs an overhaul were discussed with the plan to advertise on the website and send bids to salvage companies as the most economical approach. The 2020-21 school calendar was again discussed with every Wednesday afternoon early outs and snow day makeup dates listed on the calendar. Snow day prior to Christmas will result in President's Day as a make-up day. Two snow days before President's Day will also result in the Monday after Easter as a make-up day. Earlier times for parent teacher conferences will be held on Wednesday. Most Wednesdays will be used for teacher professional development with some possible for work day. The added PD day before the school year is for the hope to bring in a guest speaker from the PLC conference. The new calendar also allows for collaboration of staff. It was also noted the calendar now mirrors Central Lyon's calendar with a few differences which will assist with the shared programs, activities, and professional development collaboration. Example shared was a high school science teacher collaborating with another district's high school science teacher for content area and have zoom meetings with specific topics to address, noting particularly helpful for teachers who are more alone in their fields within the district. Lloyd questioned how preschool will be affected with every Wednesday early-outs and if it will instead be using Fridays instead of having Fridays off. O'Donnell shared this was a good point and will look into using Fridays instead. The impact on classes was discussed with early-outs with it noted that a special schedule will be developed for that day with shorter class periods.

The at-risk application was discussed noting it is an annual approval for extra state supplemental aid paid by property tax. The flex fund and preschool money specifically to be used for instructional materials and tools to implement changes moving forward was discussed noting this is one time use of money.

A motion to accept the resignations of Marvin Winkel as bus driver and Jessica Glanzer as summer rec coordinator noting she is willing to assist but is unable to attend the events was made by Fugitt, seconded by Lloyd, and carried 4-0.

A motion to approve the recommendations for hire of Mariah Aeikens as substitute para at \$9.50 per hour, Amanda Storm as substitute para at \$11.00 per hour noting she has a B.A., and Amanda Storm as substitute teacher pending licensure was made by Fugitt, seconded by Sprock, and carried 3-0 with Netten abstaining.

Policy scheduled review was completed for Policy 209.04 Suspension of Policy, 209.05 Administration in the Absence of Policy, 209.06 Review and Revision of Policy, and 209.07 Review of Administrative Regulations with no changes. Policies listed in first readings only had legal reference date change included 208.00 Ad Hoc Committees, 209.01 Development of Policy, and 209.03 Dissemination of Policy. These reviews will not be brought back to the board.

First reading was held for Policy 209.02 Adoption of Policy noting the change made that the board can waive the second reading for policies. Second reading review was held on Policy 403.01 Employee Physical Exams, 407.06 Licensed Employee Early Retirement noting added consulting with district financial services committee to the new policy, 505.08 Parental Involvement, and 905.02 Nicotine-Free Environment.

Consent agenda was again explained to make one motion to approve all items unless board wants more discussion on any items or need to abstain from any items.

A motion to approve the consent agenda was made by Fugitt, seconded by Lloyd, and carried 4-0. Consent agenda included approval to seek bids for possible noted summer projects with bids presented to the board for approval; to seek bids from salvage companies and post for bids on the website for the 1998 Ford Club Wagon van with 149,585 miles needing an overhaul; to approve LCRF grants from Russell Verburg (\$747.40 for science equipment), Landon Ahlers (\$744.70 for science lab materials), Charles Stai (\$712.77 items for student learning and comfort); and to approve second readings of Policy 403.01 Employee Physical Exams, 407.06 Licensed Employee Early Retirement, 505.08 Parental Involvement, and 905.02 Nicotine-Free Environment.

A motion to approve the 2020-2021 school calendar option 3 was made by Lloyd, seconded by Fugitt, and carried 4-0.

A motion to approve the modified at-risk allowable growth that is requested at \$143,826 was made by Fugitt, seconded by Sprock, and carried 4-0.

A motion was made by Sprock, seconded by Fugitt to approve the resolution for the establishment of a flex fund and one time move/interfund transfer of preschool funds of \$265,000 as allowed by State of Iowa HF 565 to utilize funds more appropriately for the needs of students which is better served for any district general fund purpose, specifically, instructional tools and/or materials to support curriculum of \$265,000 accumulated over many years in the restricted/categorical funds. Lloyd and Sprock questioned if there were concerns with moving almost all of the preschool funds. O'Donnell shared there were no worries about future preschool funds and the restricted money cannot be used for playground equipment. Roll call vote was held with Netten, Sprock, Fugitt, and Lloyd all ayes, no nays, motion carried.

A motion to approve the board resolution of confidentiality until final superintendent candidates are made known was made by Fugitt, seconded by Lloyd, and carried 4-0.

Superintendent position and search updates were again discussed and the need to set a salary range with suggestion of \$110,000-\$120,000 with benefits. Budget was questioned if that amount can work. O'Donnell noted the need to be frugal where needed without cheating the educational programs. The need to be fiscally responsible but yet still attractive was also discussed. Bonestroo shared the history of salary and benefits of Barber, Eyerly, and Douma/O'Donnell and shared 2018-19 IASB information available for area superintendent salary and benefits and comparable size districts for reference. O'Donnell expressed that Gary shared there are good candidates coming in and feels that range will be good. Board was in agreement for salary range of \$110,000-\$120,000. O'Donnell requested board take along the search firm documents and return them to assist the firm with the development of the superintendent interviews.

February 24 special meeting time was questioned for 5:00 or 5:30 with agreement of 5:15 pm. Upcoming meeting schedules were reviewed. Financial committee meeting will be set in the next week or two and shared program committee meeting will also need to take place to plan strategy.

A motion to adjourn at 6:50 pm was made by Lloyd, seconded by Sprock, and carried 4-0.