

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, March 16, 2020 in the Middle School Library in Little Rock. All attendees were screened by Lyon County Health Services before being admitted to the meeting due to the COVID-19 pandemic concerns. 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, Andrew Sprock, and Austin Lloyd. Jason Fugitt was expected to arrive but was running late. Wade Netten was unable to attend. Also in attendance were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens, Activities Director Tyler Glanzer, and guests Darcy Hansmann, Dawn Arends, Morgan McComas, Marlys Conaway, Brian Luenberger, Kristin VanderPlaats, Reid Geerdes, Kim Dykstra, Taylor Klingenberg, Crystal DeBoer, Sharon Klaahsen, Lissa Harson, Stacie VerSteeg, and Valecia West.

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 noted the board would not respond during the meeting, but Superintendent O'Donnell would follow-up. No public comment was received.

Principal Aeikens recognized the 30 - 5th graders for their DARE graduation with Sheriff VanderStoep. Tyler Glanzer recognized winter sports and the all-conference teams with Mackenzie Post on 3rd team, Emily Greves honorable mention, Matt Haken 1st team, Payton Mauldin 2nd team, and Ben Anderson honorable mention. Glanzer also recognized the 10 who received academic all-conference Madison Dreesen, Lauren Jurens, Johnny Schmidt, Dax DeGroot, Cody Kramer, Mel Harson, Jenna Maggert, Madilyn Matuska, Matt Haken, and Payton Mauldin. Matt Haken was also recognized for his naming on the academic all-state basketball team with requirements of at least 27.6 ACT score and 14.4 average points with 85 applicants and only 25-26 selected across the state. Katie Koopman and Kari Matuska arrived at 5:33 pm. Dylan Winkel along with 4 others were also recognized for the wrestling state meet with Dylan receiving 2nd place and his only loss of the season. Jason Fugitt arrived at 5:34 pm.

Superintendent O'Donnell recognized the ESSA team and staff with state visit successes due to the comprehensive list for math and reading. O'Donnell noted his past experience with site visits was a focus on what the district is doing wrong and fix it. This visit was opposite and looked at what we are doing, what we are doing right, and helped build an action plan moving forward with positive experience overall. Many things we are doing were what was recommended. Visit looked at gains in reading where we are showing significant gains. Focus from the site visit was celebration and continuation to support us in successful improvements. Jessica Ubben arrived at 5:35 pm. Donations were recognized from Tabernacle Sparks Club as a thank you for chocolates for Valentine's Day and an anonymous donation was also received.

Landis recognized Pat O'Donnell, Steven Green, and Karie Aeikens with the long hours this weekend with the COVID-19 situation. O'Donnell shared about the governor's press release on Friday and Saturday with no recommendations for closure and then Sunday evening 8:15 recommendation for 4 weeks closure. O'Donnell shared there have been conferences with other superintendents and discussion that it was unfair to parents, staff, and students with a less than 12 hour notice to prepare for the next 4 weeks. The recommendation gives districts latitude. He shared that school was determined to be held on Monday and Tuesday for plans to communicate to students and to give parents the time they needed. Closure for GLR will begin Wednesday, March 18 and will be tentatively for 2 weeks with the decision to

continue closure made by Friday, March 27, noting 4 weeks is a long time to lock in with changes possible and gives us some flexibility. At this time, the plan is to return to classes April 1. The administrative team will look to confirm all things are in place. Meetings were held with students in Little Rock and the High School, along with an all employee meeting with the state releasing only preliminary guidance for districts at this point. Makeup days are being reviewed by the Iowa Department of Education with the current requirement of 180 days or 1080 hours with a press conference being held at 4:30, but O'Donnell was unable to join due to the board meeting. O'Donnell shared that currently the district cannot require student participation and needs to focus on being as equitable as possible with providing same needs, options, and opportunities for poverty, ELL, and those with disabilities. Internet access issues are being addressed with Premier Communications giving 30-45 days of free internet during the closure for those who didn't have it. Staff will be in contact with parents and students at a minimum of a weekly basis to address what should be learning with zoom and other classes to keep students connected. All students were told to bring instructional materials home with 5-12 taking home chromebooks. No access to the buildings for anyone except custodians and district business office staff as need to continue to conduct business. The weight room and all facilities will be closed. Coaches will come and clean all athletic equipment. Custodians are doing a deep clean of facilities.

Further updates for the COVID-19 were shared. Accountability assessment waivers may be granted if can't get testing completed due to COVID-19. Graduation was discussed if unable to complete classes for year related to COVID-19 issues, local discretion can be used to determine sufficient completion. Ontime as much as possible is the focus. O'Donnell is attending daily zoom meetings for updates. Bus drivers will perform a deep cleaning of buses and vehicles. Parent-teacher conferences will be conducted by phone or email. Drivers ed is suspended. With permission given to speak, Kari Matuska who has a daycare in George, noted they are not recommended to shut down with daycares not to close unless mandated. She shared the possibility to overlook all required records, so possible to take extra kids in for daycares. O'Donnell noted concern of parents looking for places for their children with some high school students willing to help assist with daycare concerns. Staggered lunches, recesses, rearranged furniture so not so close have occurred during the Monday and Tuesday classes with teachers wiping down furniture and door knobs between classes. O'Donnell shared it has been a team effort.

School lunches are also planned to continue as many families depend on us for the stability. Colleen Trei and O'Donnell were working on a summer food program for students, with the closure announcement allowing to implement the program beginning on Monday, March 23. Trei will need to be contacted to know the number of lunches needed with it free for those 18 and under with pickups and deliveries in George and Little Rock. Staff members have volunteered to deliver for those who can't get to the school but must be met at the door and will not go in the house or leave on the door step.

O'Donnell shared his recommendation to pay hourly staff during the closure as emergency situation and contracts to continue payments. O'Donnell apologized for the size of the packet with a lot of the information regarding evaluation materials for staff.

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

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

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

A motion to accept the financial reports was made by Fugitt, seconded by Sprock, and carried 4-0.

O'Donnell shared the NASA trip was cancelled but are looking at online options and the possibility of a fall trip versus spring. It was noted that the senior student has attended NASA in the past and the opportunity will be there for the underclassmen. Communication was shared that Center Point Energy was sold to Energy Capital Partners for most of the district's natural gas services. Health services of Lyon County portable AED for sports activities will be received with focus of AED availability for golf and cross country meets.

Tyler Glanzer shared the weight room equipment project noting space is an issue with looking at new equipment for more space efficiency. Fundraiser through the Booster Club to purchase weight room equipment for strength and conditioning programs. Mini grant so needs to go before the board. Fundraiser was reported as going very well. Possibility of alternative location for weight room regardless of the equipment needed. Sprock addressed continued issues of cleanliness and equipment. O'Donnell shared he followed up with Gerald. Old equipment will be moved out, and students will finish painting and cleaning. Alternative location will be shared at the next board meeting.

Principal Aeikens shared the ARC trainer focus on conferencing schedule with data. SDI (specially designed instruction) training was attended at Central Lyon. MTSS plan with tier 1, 2, and 3 students based on help needed. Preschool family night was held with focus on math. Aeikens thanked ReBar in Sibley for the checkmark rewards bowling party and their support. Northwestern College history day was attended by 7th and 8th grade TAG students. Principal Green reported on the state speech competition which was cancelled at Carroll due to COVID-19 concerns and held at the GLR high school for GLR students and their immediate families with judges hired. 22 students earned a I and 7 all-state nominations with 2 students who were double all-state nominations and 2 freshmen with state I ratings. State visit was reported as a great experience as a district giving a vision as a team to move forward with implicit instruction and unpacking standards. Spring practices will return on April 13 according to sports associations right now. FAST scores were reported with a lot of gains with moving in the right direction. SDI training at Central Lyon gave an understanding that what we are doing is being done well with fine tuning and developing appropriate tools.

O'Donnell shared IASB leadership essentials for school boards for superintendent evaluation, administrator evaluations, staff evaluations, and reviewing the district's audit report. Policy was reviewed and is current. State leadership standards were shared with new standards coming in the next year or two. The recommendation for the superintendent evaluation was for the board to individually evaluate the superintendent with those results compiled into an overall evaluation. The board acts as one so not individual evaluation, but a board evaluation was stressed with a closed session if requested. Recommend beginning of the year meeting to set goals for a superintendent. 3 goals is quite a few – facilities, instruction, and finance. Board should probably look at 2 goals for a new superintendent. Goals should be measurable – SMART goals with 1 professional and 1 personal goal for balance in your life. Summative evaluation should not be in June as was done last year, but should be the end of March or April instead. Issue is the time table for dealing with issues for administration. Legally the superintendent is the only employee of the board. Other staff are upon the recommendation of the superintendent and board can't see evaluations. Focus needs to remain on being unbiased as a board – no teacher or administrative situations. The board needs to recuse yourself as biased individual if additional issues arise. Issues need to follow the chain of command. Personnel issues must be in closed session. Licensed employees' continuing contracts 1st day can issue is March 15 which was when teacher and coaching contracts went out. They have 21 calendar days to respond. It was noted with contracts signed, we know who we have and who we need. Can ask for extension if good reason granted by superintendent. Classified staff will have 2 weeks either way without reason. Common communication

and communicate the same thing to the community – focus on one unit as GLR. Doesn't mean board needs to be a 5-0 vote as it shows thinking about issues and genuine, serious, and honest discussions. When board leaves the meeting, they are together on the decision. Closed session reminder that nothing leaves that meeting. Cannot vote in closed session, must vote in open session.

O'Donnell shared the capital projects committee report and recognized Dawn for her work with getting bids. He shared that he misspoke at the forums and we will be using 2nd floor in LR building if the realignment is approved. The 2nd floor is bigger and propose to do windows there too, so bid increased by about \$4000. Door handle replacements bid is still anticipated and second bid for HS old commons roof. Blinds for windows will also be needed and anticipate to bring for approval at the April meeting. Floor issues in 2 HS rooms with uneven spots. Updates from Estes Construction were shared with the facilities team and included local contracts from smart staff suggestion of bringing people in who work in the buildings. All believed that prices Boyd Jones shows are highly inflated. Items have been added from past district facility plan lists by Cathy. Board shared fear that we gave contractors reason to elevate prices. O'Donnell shared no concerns as trust contractors who were presented the prices.

Bonestroo presented the 2020-21 certified budget presentation with a public hearing to be held on April 6 along with a special meeting to approve the budget. Cathy presented on district financial goals of balancing a quality education with the finances to continue future sustainability and viability for the district. The different fund “silos” were also presented with the legal restrictions of which fund can be used for different expenses. Focus was shared as awareness of general fund spending authority (legal spending limit for the district), unspent balance and categorical/restricted money as part of the authority. Focus also included managing authority by increasing miscellaneous income or decreasing expenditures with the least impact to the students when possible. Financial plan also included managing by attrition when possible, reducing restricted balances with awareness of the bottom line, operational sharing, reducing expenditures to be more in line with revenues, and awareness of needs vs wants with a proactive approach to be solid as a district through the enrollment fluctuations. District concerns were also shared of decreasing enrollment; open enrollment and the effect to the district; staff support, perception, retention, and morale; and district culture and climate of what staff and the community are saying about the district and the impact it has on the district overall.

O'Donnell shared a budget guarantee resolution needs to be passed to receive the guaranteed funding of 1% above previous year funds versus receiving less funds due to enrollment changes. A special meeting will need to be held to approve the audit which is not yet completed with a possible extension granted.

School improvement advisory committee is in process of getting commitments from members. Program sharing committee updates were shared with fluid situation at the state level with reclassification and changing so a 1 year rotation for football due to uncertainty. One year sharing agreement with CL will be voted on later this spring. Looking at adding some things but are on hold at this point. Changes will be likely, but nothing voted on. Still in negotiations but largest item is softball which is still being discussed.

Operational sharing committee with O'Donnell sharing although Kevin from HMS did a great job, he believes it is too far away; so will be moving towards shared transportation with Central Lyon to resolve many of the transportation issues that took place which were with shared programs. Number of days will be a possible increase to be in the district more frequently. Operations, buildings, and grounds will be shared with Sibley-Ocheyedan who can be more accessible for both towns and is a real go-getter.

Superintendent O'Donnell shared administrative team recommendation for 2020-21 school year formal realignment proposal of preschool in both communities, TK-5th in Little Rock, 6-12 in George, with possible daycare in the George elementary along with art, tech, and central office. Preschool

transportation to local daycares will continue. Bussing issues on the buses with attempt to have bus supervision with chaperones. Open enrollment outs tonight are with daycare and then transportation and bussing issues. O'Donnell stressed must stop the bleeding of shuttle issues. Seriously must look at how resolve the issues on the bus, and safety on the bus and at school must be resolved. Kari Matuska inquired about potential student for IEP who believes should have transportation identified. March 1 deadline for open enrollments has passed, so must have special reason for open enrollments. Lyon County Health nursing services increasing contract to cover amount of time that is served. Discontinuing ICN network room is being researched with equipment not changed since 90's and wasted use of space. We have received notice of ending program anyway so getting ready to get rid of ICN equipment. Great size room to use for so many things. College courses will continue, but just not through the ICN. Schumacher elevator inspection agreement was presented. O'Donnell also shared the HRA arrangement change of account to Mid America Journey, resolution to support the census, Premier Communications service contract for \$1,000/month to maintain the network renewal tech support services, UNI cooperative agreement for student teaching, LCRF grant from Brian Luenberger, pickup bid, and resolution to support booster club and daycare LCRF mini-grants. Updated para and summer rec director job descriptions were also shared to include EMC recommended physical requirements.

A motion to approve the resignations from Madison Sandbulte, 1st grade teacher, was made by Fugitt, seconded by Lloyd, and carried 4-0. The board thanked for her service and wishes her well.

A motion to approve recommendations for hire of Amy Stump, Spanish Teacher at \$33,096 plus sign-on bonus; Connie Jansma, assistant softball coach amended contract amount of \$3,198; Reid Geerdes, assistant golf coach at \$2,706; Emily Hansmann, summer rec coordinator at \$1,500; Paul Van Briesen as bus driver route contract to replace previously resigned route that he has been subbing for was made by Lloyd, seconded by Fugitt, and carried 4-0. O'Donnell recognized people in the district who are behind the scenes and step up when needed.

Board reviewed scheduled reviews of Policy Number 212 Closed Sessions and Policy 214 Public Hearings with only legal changes. First readings of Policy 211 Open Meetings, Policy 213 Public Participation in Board Meetings, and Policy 215 Board of Directors' Records were held with changes. O'Donnell shared that with his human resources contract he looks at Iowa Association of School Boards (IASB) proposed changes and makes changes specific to GLR to customize.

A motion to approve the 2020-21 grade realignment was made by Fugitt, seconded by Lloyd, and carried 4-0. No discussion was held.

A motion to approve the budget guarantee resolution was made by Lloyd, seconded by Fugitt. A roll call vote was taken with Lloyd, Sprock, Landis, and Fugitt all ayes, and no nays.

A motion to approve the budget publication with the public hearing on April 6 with teleconference possible with the COVID-19 situation was made by Sprock, seconded by Lloyd, and carried 4-0.

A motion to dispose of the 1988 Ford pickup and accept the salvage bid from Lems Auto for \$200 was made by Sprock, seconded by Fugitt, and carried 4-0.

A motion to approve to pay the hourly staff their regularly scheduled time during closure was made by Sprock, and seconded by Fugitt, and carried 4-0. Lloyd expressed concerns of if make up days and possible budget impact. O'Donnell shared this is out of everyone's control right now and currently the state has forgiven days between March 16 – April 12.

No comments were received on consent agenda items to have pulled. HS old commons roof bid was tabled until a second bid was received with a motion from Lloyd, seconded by Sprock, and carried 4-0.

A motion to approve the open enrollment out requests, open enrollment in requests, 2020-21 public health services contract, discontinuing the ICN room, Schumacher Elevator Company annual test contract, HRA arrangement for retirees service agreement, 2020 census resolution, Premier Communications managed services contract, paraprofessional job description, summer rec job description, UNI cooperative student teaching agreement for 2020-21, LCRF grant application, first readings of Policy 211, 213, and 215 with waiving the second readings, and resolution for outside organizations support of request for LCRF grant was made by Fugitt, seconded by Lloyd, and carried 4-0.

Landis noted the July 20 board meeting will expand into a work session for strategic planning with the superintendent.

Superintendent O'Donnell shared what he saw from outsider looking in conversations at ESSA meeting were unbelievably fantastic. Staff focus is whatever they could do to help the kids through the situation we are in noting he is very proud of the professionals we have here.

All staff were recognized for going above and beyond in numerous ways to move the district forward.

A motion to adjourn at 7:10 pm was made by Fugitt, seconded by Lloyd, and carried. 4-0.