

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, April 20, 2020 through a zoom session in the George-Little Rock High School Central Office. Due to the COVID-19 pandemic and heightened public health risks, the in-person meeting was impractical and was held instead by electronic means rather than in person as allowed by Iowa Code Section 21.8. The zoom session and call in information was posted with the meeting agenda. Board President Kristi Landis called the meeting to order at 5:30 pm with the reciting of the Pledge of Allegiance. Board members present electronically were Kristi Landis, Wade Netten, Andrew Sprock, Austin Lloyd, and Jason Fugitt. Also in attendance electronically were Superintendent Pat O'Donnell, Board Secretary Cathy Bonestroo, Principal Steven Green, Principal Karie Aeikens and guests Valecia West, Nyla Hellinga, Michele Johnson, Reid Geerdes, Karen Wibben, Shari Kruse, Valecia West, Kristi Donaker, Lissa Harson, Brian Luenberger, Amy Haken, Stacie VerSteeg, Tyler Glanzer, Kristi Habben, Kaci Klingenberg, Michelle Hellinga, Samantha Hellinga, Morgan McComas, Lissa Harson, Shawn Dreesen, Madisen Dreesen, Kari Matuska, Madilyn Matuska, Fred Landis, Lauren Jurrens, Crystal DeBoer, Nicole Lewis, and Darcy Hansmann. Darcy Hansmann and Cathy Bonestroo were in the district central office in case visitors arrived or had questions.

A quorum was established.

Citizens were invited to address the board. Valecia West and Kristi Donaker requested to speak before the meeting. Valecia West made a statement on behalf of the GLR Education Association stating the salary for the industrial tech position was out of alignment with the rest of the staff salaries as it is over \$7000 more than the current position for the certified teacher with TSS and understands that it is a high needs position, but position pay will be more than BA and MA degrees with many years of experience. She expressed concerns of staff morale and not being equitable noting similar situations have caused problems in other districts. Kristi Donaker spoke on behalf of the senior parents with concerns of the proposed drive through graduation instead of rescheduling graduation. Concerns were expressed as to having the drive through graduation versus rescheduling and hoping for restrictions being lifted. Rescheduling is preferred to try to have a more traditional ceremony noting it is a monumental part of a lifetime at GLR, and we should do what we can for these kids. Additional public comment was opened to the attendees with no other public comments received.

Superintendent O'Donnell recognized students, staff, and community members for their perseverance during this unprecedented situation with COVID-19. Teachers, admin, food service program, and the community were thanked for their many thoughts and prayers and offers of assistance noting it is part of living in a small town and the special communities we represent. Michael Hoing was recognized for assisting with replacing the baseball field flag. The American Legion Post 404 was recognized for donating a flag. The Olson family was recognized for their donation towards baseball pants. Cooperative Energy was recognized for their contribution with a dividend check. Landis expressed thanks from the board as well for everyone's support.

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

A motion to approve the minutes was made by Lloyd, seconded by Netten, and carried 5-0.

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

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

Superintendent O'Donnell shared COVID-19 updates sharing the return to learn guidance from the Department of Education (DE) which needs to be submitted by July 1 with a template on the consolidated application on the state portal, noting this is not compliance but a planning session. The state has waived the start date for next year, but the calendar days will remain the same. Teacher leader group and admin meeting held this morning for reopen plan in the fall. The situation has been hard on students, parents, staff and the needs for all will be addressed with this plan.

Financial impact of COVID-19 was also shared through the FORECAST 5 potential impacts document. O'Donnell shared state aid doesn't believe to be impacted in the short term but possible in the future, property taxes can be an issue with no penalties for delinquency so can have potential future issues, state sales tax revenue will see an impact with short-term and long-term impacts which is the fund for remodeling and repairing schools. District needs to be cautious moving forward. O'Donnell asked Bonestroo for input. Bonestroo shared LCRF money will also be impacted with their closure and interest rates are already seeing about 1% decrease. Miscellaneous income from LCRF and interest will impact the district finances and spending authority. Activity and lunch fund accounts will be impacted with anticipated less revenues, but continued expenses, noting the junior class depending on prom and music program without swing show.

Principal Aeikens reported on the successes of classrooms, preschool zoom sessions with songs and activities; 4th grade see-saw read along and activities; 5th-8th science with Ahlers having students choose infectious disease to research including causes, global incidences, and display what found with recording to present using flip grid and post the video. Staff are also taking classes through Northwestern on new ways to teach. Construction in Little Rock has started with the new ceiling in the entrance completed.

Principal Green reported on teacher zoom sessions, google meets, and google classroom. Brenda Sandbulte was recognized for presenting learning session for colleagues with google meet with many teachers adapting to the format. Zoom, see saw, flip grid for hands on learning, read theory, mobile mac and sun dog are all being utilized. Green noted he is impressed with how fast teachers have adapted to new learning and students mind shift switch along with the parent support. Green reported he has held meetings with high school, elementary, and new middle school staff through zoom. Green shared there are many success stories and he is impressed with the meal program, volunteers, and team effort. He noted there is a lot behind the scenes and collaboration with realignment and building preparations. Youth mental health and well-being of students and parents is still being provided with Creative Living Center providing services weekly. Geerdes is reaching out to students that are at-risk and continuing those relationships. Madison Sandbulte assists with a student struggling with wi-fi connection and works through with 30 minute phone calls 2-3 times/week doing science experiments together. Brenda Sandbulte pushes the envelope and is available every day to students with a high percentage of attendance and a guest speaker. Luenberger meets needs of physical activity of students, delivering meals, online character discipline and responsibility focus with students. Kruse is an amazing educator and impressed with student successes and seeing new learning process. Vigdal is an amazing ambassador and human factor during this period. Donaker is a veteran teacher and not afraid to take on challenges and takes on technology by video-taping herself teaching lessons with private group page for parents to see lessons modeled for them. Green recognized all staff for their work during this time.

Green shared COVID-19 grading procedures with closure at the end of 3rd quarter and discussion and need for feedback important for parents and students and even more important at the high school level for GPA and scholarships. Guidance from state with what to do. Principal Green reported on what heard

from other schools with path for grading. Green stated grading is a process and culmination of what doing and the need to hold all students harmless. We need to take into consideration for COVID-19 and impact on normal lives. No students caused this to happen. We need to think logically through this process so no students are harmed. It is difficult to create equal learning platform especially for those on 504, IEP, ELL and TAG kids. Team mindset is the best approach for most fairness for all learners. If at the end of 3rd quarter was an F, F becomes a D- automatically has been encouraged from DE. Most likely, not always, that student by end of 4th quarter would raise grade. 3rd quarter grades can be used as semester grades. All students will be given opportunity for anything below an A could take class as semester grade or pass option transcript and full credit but no impact on GPA. The example given was if 3rd quarter grade was an A- then have the option for pass instead of A- to maintain 4.0 GPA. Numbers of those affected in F or D- category was reported as 17 students impacted in the high school. It was stressed that most students have 6 classes per day with 17 total failing grades in high school. Any students potentially at risk for graduation was questioned by Fugitt. One senior is affected but was able to improve last year in similar situation. Board questioned what about elementary and middle school. Aeikens shared plans to use same grading for MS. Elementary doesn't follow that style of grading. Green shared elementary is a rubric based report card with a JMC report card for 5th-8th and similar to power standards per quarter per subject. Access competencies was questioned by Landis. Donaker shared issue with voluntary is that they don't have to do work. Some parents check work as they go, some parents are turning in packets, some she is sure they are learning and doing the work, some standards not feel comfortable to mark on report card as not doing review work but moving forward with curriculum but not comfortable with marking standards. Harson shared she is following curriculum, facebook math lessons and jolly phonics lessons every day ½ on with zoom the other ½ no idea. One gone and out of town for several weeks so nothing touched. Concern is if parents or grandparents doing work versus what kids truly did. It was recognized that kids act differently at home versus at school. It was also recognized that this is a struggle for parents who are working every day and not able to do work until night. Other schools are voluntary with some students doing and some not doing work, but offering as much as we can.

Baccalereate, graduation, awards, and prom plans were on the agenda to discuss. O'Donnell recognized concerns of parents and seniors with graduation noting can't imagine concerns and disappointment felt right now and showed results of senior survey. O'Donnell took responsibility for the drive-in graduation idea, noting other options should be considered from the survey results. O'Donnell also shared this is not about admin team but about the students and their parents and families. Results from the senior survey sent by Lauren Jurrens to show where seniors desires are were shared with 4 students voting for graduation in May in their cars, 7 voting for June unknown date in gym or in their cars, and 13 voting for the Sunday of July during Freedom Days. The survey also shared what the students' value in graduation including overwhelming consensus of wanting a traditional ceremony vs a unique ceremony. Other valued parts of graduation included walking across the stage, classmate speeches, pomp and circumstance, giving flower to parent, class photo, congratulatory line, having underclassman present, extended family present, seeing teachers again, and walking through the high school one last time. Awards ceremony is being considered to be held with graduation. The survey gave good feedback for the class desires to have a traditional ceremony. Baccalaureate and prom were noted as different situations. July 5th is connected to Freedom Days and is a positive opportunity and a lot of ability to recognize our seniors. Normalcy is hoped by then for ample opportunity to come and heal together as communities. Green also noted that our seniors are 9/11 babies and graduating dealing with COVID-19 and that July 5th would be a great way to honor seniors. Baccalaureate will be considered for the week prior to graduation with Green discussing with Pastor Bryan Anderson noting he appreciates pastor's excitement and

calmness to make it work. O'Donnell apologized for any angst that was given with presenting the drive through graduation noting that everyone meant well by it. He thanked Lauren and the senior class for their responses. Fugitt echoed idea from ceremony perspective requesting confirmation that transcripts and diplomas if needed for colleges will be done before the graduation date. It was also questioned if there is a legitimate possibility that the date can't happen, then back-up plan should include a cut-off time period for way to do something. It was noted that at this time, the greatest increases in Covid cases was yesterday. O'Donnell shared that is a good point and that is has been shared that social distancing is possible for another year and there are high hot spots very near with national attention in Worthington and Sioux Falls. The possibility is strong that we may need a plan b and a "go/no go date will likely need to be set. O'Donnell shared the governor usually focuses on 2 weeks out which was honored with the school closure extension. The question to be considered is how long prep time would be needed for plan b with 2 weeks probably a good indicator. All will be dependent on the governor's recommendations for what is allowed or accepted for public settings. Green commented that some schools have August 2 date as a backup plan for graduation. It was determined to survey senior parents for what lead time is needed for determining the "go/no go" date.

Teacher leader team of Michele Johnson and Lissa Harson presented on the state site visit and timeline which concentrated on the MTSS (multi-tiered system of supports). All students were screened in reading and math and identified for who needs extra support and at what level support was needed. This process starts with the elementary but moves throughout the district. The state site visit consisted of 3 days with day one reviewing data to see which students are gaining, what percentage of gain, and evaluating where they are. Self-assessments and consensus within the building of how to hold meetings and hear everyone out and stay on task was the focus. Day 2 was focused on reviewing the action plan to identify things doing well and noted what needs to be worked on for the district looking at resources and reading resource center through the state to fill gaps. Instructional time and lit block of 90 minutes is implemented but not necessarily solid 90 minutes together and building in intervention time later for students. Posters were made with notes on everything. Day 3 took all notes and info from testing and action plan and planned out for a year timeline for when and what to do next. The district is doing the right things and great reading is in place with good teacher training. Lit block structure is in place for ARC and literacy and built in time for intervention groups. Some teachers are attending SDI (specially designed instruction) training. The MTSS intervention plan is in place and in writing throughout the district with forms from the state through ESSA and the SDI team. A cohesive plan for K-8 is in place with identified resources, specific structural block of time and what happens during the time, WIN time in the middle school, unpacking standards to look closely at standards that are most important for the district, PLC online training for staff, and planning PD time for Wednesday early outs for all of next year. It is important for plans to be in place for how to do things at GLR recognizing this is what we are doing and how doing it and not constantly changing PD. It was recognized that the district is on the right track and impressed with reading curriculum. O'Donnell recognized the 3 days as successful days for the district.

O'Donnell shared board committee reports. Facilities capital projects committee met via zoom. Summer projects already approved included carpet, windows, entryway and offices at LR, and concrete. Additional projects yet this summer are proposed with some needed for ADA and accessibility for the district and the right thing to do. Carpet in new central offices and tech room including fixing the buckled floor, new ADA door levers and locks for HS, widen doorway to current central office which will become special ed suite, new ADA door to Mr. Green's new office, ADA bathroom door and plumbing, plumbing the ICN room to become MS science with sink, CCE items purchased of science lab station and MS chairs, old commons roof replacement, updating timeclock system, staircase repairs, bleacher motors, and

new blinds for new windows. Additional \$219,145 of projects with MS science tables and FACS room remodel in LR still needed. No comments were made from the committee. Fugitt inquired about the science lab station with main platform for instruction and sink with hands on with Green noting the lab station is an oversized podium and elevated.

Financial services committee met regarding the health insurance options, classified and admin pay increase and classified staff handbook. Health insurance plan options were shared with the insurance committee with 4 options continuing to be offered with the classic 500 frozen to new enrollees, select 1500 and HDHP2500 still offered, and the Value 4000 plan changed to a HDHP5000.

O'Donnell shared the 2020-21 classified and admin wage increases sharing the para wage history of certification with some receiving pay increases in years past and some not and trying to catch up on some wage increases. Moving forward certified paras or once get certified will receive a one-time \$0.50 raise and need to maintain certification with the district paying for classes. Classified staff starting pay will remain at \$9.50/hour. Para starting wage will be \$9.75 per hour. If paras are certified or have an associate's degree with documented transcripts on file, starting pay will be \$10.25/hour. If paras hold a bachelor's degree with documented transcripts on file, starting pay will be \$11.25/hour. Raises were based on the per diem basis for days using the teacher wage increase for their 190 day contracts. Karie Aeikens will increase her contract days from 200 to 210 days to be more effective for before and after the school year. Food service, custodial, transportation coordinator, and secretary staff will receive a \$0.15/hour increase. Darcy Hansmann and Crystal DeBoer will receive a \$1.00/hour increase. Returning paras will receive a \$.25/hour increase for 2020-21 in addition to moving to the starting pay as indicated if their hourly wage is below their classification. Other 2020-21 returning paras will be eligible for a one-time hourly wage increase of \$.50/hour for certification with certification required to be maintained as stated. If either of these moves are not met, the para will receive a flat \$.25/hour increase instead. Para certification will be required to be maintained.

Transportation contracts will receive a 1.02% increase with routes now at \$39.40 per route, shuttles and hourly rates will receive a \$0.15 increase with the exception of the shuttle hourly receiving a \$0.08 increase. The liaison officer and tech coordinator are at 215 contract days and will receive \$566 increase which is the teacher daily increase of \$2.63. Admin will receive the per diem day increase of \$2.63 with \$1000 added in addition to the per diem day increase with Aeikens increase of \$4702 with a 210 day contract, Green \$1579 increase with a 220 day contract, and Bonestroo \$1684 increase with a 260 day contract. Substitute rates will remain the same. Classified handbook was noted as making consistent with leaves for what has been done to pro-rate all leaves based on FTE the same as teachers and holidays paid based on the daily hours scheduled.

School improvement advisory committee will still need to have a zoom session hopefully in early May to fulfill needs for district and set annual and long-term improvement goals for the district. Sharing committee will need to meet with Central Lyon to finalize the one-year athletic sharing agreement. Transportation and building and grounds sharing agreements are waiting for the host districts to approve. GLR will have a one day increase for transportation sharing for a total of 2 days per week. Buildings and grounds will be a decrease of one day with sharing for a total of 1 day per week. O'Donnell shared the buildings and grounds will have the ability to spend time on the Little Rock campus more often and believes both sharing agreements will be better for the district.

2020-21 staffing was shared for who was in positions in 2019-20 versus who will be teaching in 2020-21. 3rd and 4th grades were discussed with 3rd as primary and 4th more intermediate. The focus was to provide support in all cases. Lissa Harson will move to be a TK teacher with TK moving to every day in the

mornings and then the district can better utilize Lissa by having her provide K-3 classroom support. Mark Lutmer will assist in classrooms in the afternoons in 4th and 5th grades. Tyler Glanzer will move to middle school math. Bethany Specht will be a new middle school social studies teacher. Ashley Klaassen will be a new middle school language arts teacher. Amanda Trei will move to be a middle school special ed teacher. An addendum was presented to Lissa Harson's contract for assurance that if changes don't work in the future to guarantee she will be able to go back to previous position of Kindergarten teacher and not be detrimental. LCRF grant request from Nicole Lewis is declined due to missing March 1 deadline. Non-traditional hire for industrial tech which the BOEE (Board of Educational Examiners) will allow to teach with certain amount of time in the trade but will need to take 6 classes in 3 years to remain in the classroom. The position will not be classified as teacher classification but part of classified staff classification so is not eligible for teacher salary supplement in addition to contracted salary as teachers receive. The district will invest in the instructor with the costs of classes, but the guarantee on the investment is that the instructor will not leave and need to commit to the district 3 years after the completion of the 3 years of classes, or a total of a 6 year commitment or the district recovers the costs for the education and he pays the district back. It was noted that every avenue was explored to try to fill the position with a certified teacher. A good agreement has been made, and Jeff is known in the communities and has been witnessed with interaction with kids and wants to drive bus and coach as well.

The annual AEA purchasing agreement, vendor contract letter with Connecting Point for e-rate for outdoor access points, resolution for pandemic response and emergency highlighting suspension of policy to implement recommended guidelines, closure and implementation of guidance, closing buildings if necessary, limit building access, employees remain until days resume, board meetings by zoom act responsibly and with common sense during pandemic were also presented.

Weight room equipment in the amount of \$27,944.50 was presented for purchase with Reid and Mitch fundraising through the Boosters. The district will purchase the equipment, and the Booster Club will reimburse the district from the fundraising. The weight room location and needs are in discussion and will continue but unsure of location at this time. Netten questioned plan since small room with a lot of new equipment. One of the options presented is to move the weight room to the elementary building but need to discuss the preparation of the room including flooring and mirrors and will be a continued conversation for May. Indication of summer lifting and if it will happen and would equipment be utilized was questioned. Equipment should arrive in 6-8 weeks and activities won't be known until June 1. Last year the strength and conditioning program started the end of May with the graduation class usually participating in the program too. It was recognized as a tough time with everything going on.

An open enrollment out request was presented for Kindergarten with it noted that Kindergarten is an exception with a different open enrollment deadline. The board questioned if there was a reason for the open enrollment with O'Donnell sharing he had not been in contact. Landis read the proclamation for teachers and the May 5 National Teacher Day, thanking the teachers from all board members, especially this year. Job descriptions were presented for the superintendent, shared operations/buildings/grounds, shared transportation director, administrative assistant adjusted slightly to include other duties as assigned, and custodian.

A motion to approve the recommendations for hire of Michelle McDowell, preschool teacher at \$36,474 pending Iowa licensure; Amanda Storm, 3rd grade teacher at \$30,750; Jeff Kruger industrial tech instructor at \$45,500 as classified contract and not eligible for teacher salary supplement (TSS) which is added to other teacher salaries was made by Fugitt, seconded by Lloyd, and carried 5-0. Background was given for McDowell and Storm. Discussion was on retention of staff and the TSS which is pay on top of the base pay for teachers which is shared among all certified teachers. Discussion was held regarding the

starting wage for the industrial tech instructor and demand issue also addressed. It was noted that Iowa schools with the program were contacted which was noted as just a few, Nebraska Lincoln and Kearney were contacted (with just 1 graduate), and North Dakota schools were contacted trying to find someone certified for the position. Luenberger and Helkenn also attended a teacher fair. Fugitt noted the factor that it is somebody that we will likely have for a long period of time. O'Donnell shared that when you get somebody out of industry need to make it mathematically work for them. O'Donnell shared Kruger is taking a pay cut to come to the district. It was noted that if there is the desire to drive bus or coach, it can be paid on top of this contract.

Board reviewed scheduled reviews of Policies 216.01 Association Membership, 216.02 Board of Directors' Member Development and Training, 216.03 Board of Directors' Member Compensation and Expenses, 217.00 Gifts to Board of Directors. O'Donnell shared that with his HR position he matches up with IASB recommended policies and crafts to GLR. No changes were noted. O'Donnell shared that if the board accepts gifts over \$5, they are breaking the law.

A motion to approve the Pandemic Response and Emergency Suspension of Policy Board Resolution Netten, seconded by Fugitt. No discussion was held. A roll call vote was taken with Landis, Netten, Lloyd, Fugitt, and Sprock all ayes, no nays, motion carried.

A motion to approve the COVID-19 grading procedures was made by Lloyd, seconded by Sprock, and carried 5-0.

Consent agenda items were reviewed. It was noted that Netten would need to abstain on the classified increases. A motion to approve all consent items including the HS new door handles and locks for \$24,930 to Siebring Electric and Lock; HS old commons roof to McDonald Roofing for \$53,987; the bid for blinds for new windows estimated at \$1500/window or approximately \$15,000; the additional summer projects of carpet for tech room, and offices, current central office workroom doorway widening, ADA bathroom by the current central office, middle school science room plumbing, CCE science lab station and rolling chairs, time clock update, high school stairway repair, and bleacher motors; 2020-21 staff health insurance options; 2020-21 classified and admin pay increases; addendum to Lissa Harson contract, retention agreement with Jeff Kruger for payment of required classes; connecting point e-rate outdoor access points agreement; purchase of \$27,944.50 in weight room equipment; 2020 graduating class; open enrollment out request; 2020-21 classified benefits guidelines handbook; teacher and staff appreciation week and national teacher day proclamation; 2019-20 school calendar changes of graduation on July 5 with baccalaureate the Sunday before; superintendent, shared operations/buildings and grounds, shared transportation director, building level administrative assistant/secretary, and custodian job descriptions was made by Fugitt, seconded by Lloyd, and carried 5-0 with Netten abstaining from classified increases so that item carried 4-0.

Upcoming board meeting dates through September were noted with July 20 as strategic planning with new superintendent Tom and Gary from the search firm.

A motion to adjourn at 7:34 pm was made by Netten, seconded by Lloyd, and carried 5-0.