

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, August 17, 2020 in the Band/Choir Room in the GLR elementary building in Little Rock. Board President Kristi Landis called the meeting to order at 5:34 pm with the reciting of the Pledge of Allegiance. Board members present were Kristi Landis, Wade Netten, Andrew Sprock, Austin Lloyd, and joining by phone was Jason Fugitt. Also in attendance were Superintendent Tom Luxford, Board Secretary Cathy Bonestroo, Principal Karie Aeikens, Principal Tyler Glanzer, and guests Valecia West, Darcy Hansmann, Ashley Klaassen, Amanda Storm, Kristi Luxford, Bethany Specht, Jeff Kruger, Amy Lyon, Michelle McDowell, and Dawn Arends.

A quorum was established. President Landis opened the meeting for public comment. No public comment was received with confirmation of no paperwork submitted.

New staff in attendance were introduced and recognized including Ashley Klaassen (language arts), Bethany Specht (now math, previously hired for social studies), Amanda Storm (3<sup>rd</sup> grade), Jeff Kruger (Industrial Tech), Michelle McDowell (preschool), Amy Lyon (Spanish) and Kristi Luxford (language arts).

Superintendent Luxford recognized Bridget and Dawn for all their hard work with the remodeling and realignment and Cathy and Darcy and the principals for their extra work. Sponsors of Stayin' Mustang Strong staff shirts were also recognized including Frontier Bank, Security Savings Bank, Total Stop, Little Rock Community Foods, KD Designs, and Otter Valley Insurance & Real Estate. Sudenga Industries was also recognized for their labor donation of plexiglass stands for the heavy traffic and office areas, cafeteria, and labs. Superintendent Luxford also recognized the pride on our campuses.

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

A motion to approve the minutes from the July 20 work session and regular meeting was made by Netten, seconded by Fugitt, and carried 5-0.

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

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

Sharon Klaahsen arrived at 5:51 pm.

Superintendent Luxford shared the Iowa Association of School Boards Virtual Convention information for November 18 and 19 and will follow-up if there will be a recording or if it will all be live. The Iowa Department of Public Health and Department of Education COVID-19 guidance and the Return to Learn Plan/Reopening schools were also reviewed along with the proposed District 2020-21 visitor protocols and procedures with COVID19. It was shared that the county is currently in the middle to moderate range which considers all areas outside of the school in the county and those who have residency in the county even if they are off at college. One concern is the accuracy at this time and concern for activities and those who will not get tested. Questions were asked about scenarios for quarantine and protocols. If someone who tests positive and if those in contact can be identified, then classroom quarantine would be needed and would move to online learning. Luxford shared the district is doing their best job to protect students, staff, and the communities. The district will address cases and follow mandates and the health department advice. Luxford also shared if online learning becomes necessary it will be a whole new game because attendance and grading will be mandatory which is different from the spring. Academic

progress and state tests will still be completed stressing the big difference from the spring closure. Question was asked about the sporting world if positive tests occurred. Positive tests will be quarantined and it depends on who they have been with and the need for honesty by all and hoping to have everyone follow guidelines and be honest to keep schools open and activities possible. Again, the close work with Department of Health was stressed. This will all be a work in progress and the need is there to pivot and adapt as needed. The consistent piece is having the school nurse. Everything is not a great process, and the high need for communication between coaches, activities director, and the superintendent was stressed. Luxford stressed things are in place and the return to learn plan is a solid plan and sent out for a consistent message. We want kids back in school with every protocol being addressed. We are proactive in opening schools in a week and can't forecast, but are putting things in place to be ready to use as needed and make sure everyone stays safe. District protocols for COVID were shared. Shuttle buses were also questioned with it noting that family members will be sitting together and seating arrangements will be in classes and on buses with no extra buses planned right now. Masks are recommended, but not mandatory. Open houses are streamlined by classes. It will remain a work in progress for everyone.

Principal Aeikens reported the elementary building is completed and all items from Little Rock are in Sibley for the auction. There are some small things remaining. Teacher rooms are ready to go for teachers to prepare their classrooms. Principal Glanzer reported minimal things remaining in the MS/HS building. New lockers arrived today and the plumber is finishing the middle school science room sink. New classrooms, noting the science and special ed rooms, are looking good. Weight room equipment is in but flooring is on backorder and the framing in the doorways is still needed. The buildings will be ready to start on August 24.

Principal Aeikens reported 37 students in summer school with Kim Dykstra assessing students to see where they are from the long break. Small groups were arranged with staff assisting of Brian Luenberger, Amanda Storm, Samantha Everhart, Jessica Ubben, Sheri Stratman, Trish Hengeveld, Mitzi Wynia, and Grandma Jo. It was noted that it was good to have kids back in the buildings and get started again. Professional development (PD) updates were shared with a new trainer from ARC who met with new staff today for about 3 hours of online instruction which went well. All ARC training days scheduled for the year will be virtual. PLC groups will be starting on Wednesdays with the model teacher and instructional coach planning out the PD days. Glanzer shared that within the PLC there is high prioritizing of technology platforms for google classroom and seesaw. Restructuring and getting caught up will be the focus.

Discussion was held on COVID19 and treating employees right with discussions needed for contract pay, extra-curricular pay, and work agreement pay if there becomes a need to go online. It was again stressed that it is a new game this year with days required for students and teacher engagement. The need to be fiscally responsible but fair to employees was stressed. Valuing the district staff was also stressed. Contract timing was discussed for extra-curriculars with Bonestroo sharing coaching contracts are now paid during the seasons and not year round. Double dipping will continue to not be allowed with different contracts. Staff accountability will be implemented if online school becomes necessary. Plans will likely require leaves if go online and not available

It was again stressed that grades count and attendance is mandatory and that staff are still on contract. It was shared that some districts had problems with staff traveling or working other jobs and not fulfilling duties in the spring. Luxford shared teachers are teachers first and will be held accountable. Reliable internet was questioned for students and staff. It was shared that Premier Communications assisted with families for internet in the spring. If Premier cannot assist, the next round of CARES funding is restricted to items to assist with internet obligations if quarantines become necessary. Staff leave requirements will

be needed with COVID leave qualifications and sick leave bank options. Substitute concerns are there with building principals needing to be very strategic with substitutes. Substitutes will be expected to teach our kids the curriculum and have instructions there for them. Teachers will need to cover other classes where needed with the shortage of subs expected. We will need to be creative and get people we want and need in the buildings.

Luxford shared he and Cathy met with Direct Digital Controls regarding the agreement being presented with the automation system. This is a new service agreement provided per building as preventative maintenance to prevent breakdowns. It was shared that preventative maintenance and changing filters regularly has been lacking and has caused breakdown issues. Ventilation will be a focus, especially with COVID.

Automatic Building Controls agreement was presented for an alarm monitoring agreement for fire alarms, intruder alarms, and the AC in the lunchroom and kitchen areas for the elementary building. 2019-2020 activity deficit transfers were presented with a total activity fund deficit of \$31,944.77 for accounts with negative year ending balances that need to be brought to zero for fiscal year balances. Permanent and temporary activity fund transfers were presented for approval. Booster Club still has outstanding invoices which will assist with some of the deficits once paid. Luxford shared there is a need to get some accounts cleaned up and fundraising accounts will be reviewed. Fundraising streamlining was encouraged and the reminder that they are all part of the school. Luxford proposed a fundraiser calendar for all seasons be set-up and that everyone works together. Next year working smarter and more efficiently for better practices in the activity accounts. Bonestroo shared that Miss Ubben requested to change the FFA fundraiser and eliminate the broiler sale and replace with a FFA Farm fundraiser of pies and cookie dough. Luxford shared that we will evaluate over the course of a year and look at logistics to visualize and noted always ways to make improvements. All programs are important to the school, but timeframes are needed to prevent someone at the doors consistently selling to the communities. Shared programs fundraiser concerns for distributions of fundraising were questioned with the need to review.

Bus driver licensing payment agreement was presented to pay for training and testing for 2020-21 after board approves hire and in turn have a signed agreement for a minimum of 2 years of service to the district. It is an investment in them as many times costs hold potential candidates back.

Open enrollment out requests were reviewed with the recommendation to approve the out request for the move into the district, but deny the other request due to missed deadlines of March and July. Meal agreement with the daycare is still being reviewed as right now daycare has meals incorporated with the tuition. Free and reduced meals are possible with the daycare in the school. Billings are questionable with the reimbursement piece with meals being part of the tuition, so this will need to be tabled until additional information is received and addressed with the state.

Liaison officer job evaluation form was updated and presented with additional items added to give better feedback, evidence, and growth areas. The vision and checklist throughout the school year and more in-depth evaluations will be put in place. There will be job targets for all and the focus to grow our people in all areas.

The district contract withdrawal was presented for Paul Denekas and resignations from Rosmi Mairu, custodian, and Dave Julius, bus route contract. Recommendations for hire presented were Dave Klaahsen, AM and PM route; Michelle McDowell, MS Volleyball coach; Kristin Grave, substitute para and food service; Marlene Ellrich, substitute food service and paraprofessional; and Jeff Kruger, substitute bus driver noting paid driving time will be outside of contract hours for teaching. Volleyball

contract was questioned as board said hiring was already presented. Glanzer shared that numbers are over 12 from a survey, so the need is there for adding a second coach.

A motion to approve the district PPE, COVID protocols, and procedures was made by Netten, seconded by Sprock, and carried 5-0.

A motion to table the COVID19 pay and leave for further discussions was made by Lloyd, seconded by Sprock, and carried 5-0.

A motion to pull from the consent agenda and table the meal agreement with the daycare for further details was made by Netten, seconded by Lloyd, and carried 5-0.

A motion to approve the consent agenda items was made by Fugitt, seconded by Sprock, and carried 5-0. Consent agenda items included direct digital automation systems agreement for all three buildings, GLR elementary automatic building controls agreement, 2019-20 activity fund deficit permanent and temporary transfers as presented, 2020-21 activity fundraisers, 2020-21 bus driver licensing testing payment agreement, open enrollment out request approval, open enrollment out request denial, liaison officer job evaluation form update, Paul Denekas district contract offer withdrawal, resignations from Dave Julius for bus route and Rosmi Mairu for custodian. Also approved were recommendations for hire of Dave Klaahsen, AM/PM route driver; Michelle McDowell, MS volleyball coach at \$1538; Kristin Grave, substitute food service/para at \$9.50/hour; Marlene Ellrich, substitute food service/para at \$9.50/hour; and Jeff Kruger, substitute bus driver with the contract stipulation that no other contract payments will be made for driving or substitute driving during the regular contract day as an instructor.

Board calendar for the year was shared with Landis noting flexibility will be needed with some rescheduling based on the calendar.

A motion to adjourn at 6:57 pm was made by Netten, seconded by Lloyd and carried 5-0.