

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for special session on Monday, August 24, 2020 in the GLR Board Room/Superintendent Office 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 Jason Fugitt and Andrew Sprock. Wade Netten and Austin Lloyd joined by phone. Kristi Landis was unable to join the meeting. Also in attendance were Superintendent Tom Luxford, Board Secretary Cathy Bonestroo, Principal Karie Aeikens, and guests Valecia West and Dawn Arends.

A quorum was established. Vice-President Netten opened the meeting for public comment. No public comment was received with no written requests received to speak confirmed.

A motion to adopt the amended agenda with one addition to amend the bus driver handbook was made by Lloyd, seconded by Sprock, and carried 4-0.

Superintendent Luxford presented a recommendation to reverse the denial of open enrollment out request noting the previous denial was based on paperwork requested that was not received in time for the August 17 board meeting and was received by Superintendent Luxford on August 18 at 1:30 pm. Paperwork needed was found in another office across campus and received by them August 17 at 10:04 am in time for the August 17 meeting but not forwarded to Superintendent Luxford noting it would have been presented differently at the August 17 board meeting if this was known. A motion to approve the open enrollment out request reversing the previous denial was made by Fugitt, seconded by Sprock, and carried 4-0.

Superintendent Luxford presented his recommendation to deny the FFA activity trip to Iowa State University noting the request was received August 20 for an August 29 trip. Luxford shared handbook which is an extension of board policy states that activity trip requests should be made 3 weeks in advance and include a list of students to the principal who forwards to Superintendent for final approval and 2 weeks prior to trip to food service and that any trips over 200 miles round trip require board approval. Luxford noted this trip is 418 miles round trip and has been discussed with the teacher and that other activities and athletic camps have been denied during the summer due to distance and COVID concerns as well. It was confirmed in discussion that COVID was an underlying concern along with deadlines missed and the concern of protecting the students with precautions needed for the start of the school year. It was also noted that the instructor had a conflict so had requested another teacher be hired to chaperone. The denial recommendation is with the hopes to attend another judging event in the future. A motion to deny the FFA Activity Trip request to ISU in Ames was made by Sprock, seconded by Lloyd, and carried 4-0.

Superintendent Luxford presented classified staff at Little Rock vacation leave request noting the individual does a tremendous job for us and presented May of 2012 classified benefits stating vacation time shall not be carried over or accumulated. 20.5 days of vacation were requested looking at hours the employee had for 12.5 days vacation from 2013-14 at \$17.43 at 8 hours/day for a total of \$1743.00 and 2010-11 were 8 days at 8 hours/day at \$16.07/hour for total of \$1028.48. Luxford shared payout was made for 25.5 vacation days paid at \$20.82/hour for \$4247.28 in June and .5 day miscalculated vacation payout was made with August 2020 payroll of \$83.88 for grand total payout of \$4331.16 for total vacation leave payout, noting the disclaimer that vacation payout does not affect IPERS and is not IPERS eligible. Fugitt shared Dawn Arends is a "rock star" and has nothing to do with job but biggest concern is

if approve against Luxford's original denial recommendation and what it means for other employees in the district in similar situations and concern if never ending. Sprock stressed if policy has always been in place to use it or lose it then shared same concerns of opening the door for others. Not sure what practice was in past, but policy is clear and why superintendents did not practice policy was concerning. Netten shared this is from years that are 6-7 years ago and older and not sure why this is being brought to the board if policy has been to use it or lose it. Sprock shared concern of some superintendents who allowed carryover and others didn't to create the gray area noting the superintendent turnovers and shame on them for not following policy. If policy was in place, then can't go against policy. Fugitt stressed looseness in the past caused this, and not being Dawn's fault was noted and again stressed the biggest concern is other employees and concerns of multiple exceptions and not a private matter when in a public board meeting and fairness concerns. Luxford changed his original denial of the 20.5 days recommendation and would like to recognize the 8 days from 2010-11 prior to the May of 2012 classified benefits guidelines shared for 8 days at \$16.07/hour for 8 hours/day for a payout recommendation of \$1028.48 to accommodate both parties. Luxford recognizes he doesn't need to do this, but has changed his recommendation. Lloyd stressed hand in hand policy written and understanding of policy moving forward and absolute understanding in the future for precedence and no more gray areas.

A motion to deny the 20.5 days vacation requested from 2013-14 and 2010-11 and approve the recommendation of 8 days from 2010-2011 for \$1028.48 total payout due to prior to May 2012 classified benefits copy with board noting it is a struggle to discuss days that go back 10 years and noting that the handbook will be followed in the future was made by Fugitt, seconded by Sprock, and carried 4-0.

Luxford shared the all new signage in both communities shows all the same message and logo with one school/one district focus. He shared two privacy fence bids for fences around the dumpsters by the lunchroom/gym/auditorium entrance and HVAC unit noting the individual costs are within his authority but for both fence areas the low bid total is \$12,363.00 from Michael's Fencing. Luxford shared he recommends to re-visit the bids after presenting to the capital committee but will continue with getting the cement poured at this time, so recommendation is to table the approval of the fence bids for further discussion. A motion to table the fence bids until further discussion was made by Fugitt, seconded by Sprock, and carried 4-0.

Superintendent Luxford shared the 2020-21 bus driver handbook amendment as presented to add shuttle pay if regularly scheduled (\$14.23/shuttle) and route (\$39.40/route) to be used as the comparison vs activity pay (\$12.52/hour) whichever is greater pay for drivers pulled to drive events noting this is actually better for the drivers. No driving compensation during regular contract day for drivers, noting teachers as an example, was again stressed. A motion to approve the 2020-21 bus driver handbook amendment as presented was made by Lloyd, seconded by Sprock, and carried 4-0.

A motion to adjourn at 5:55 pm was made by Fugitt, seconded by Lloyd, and carried 4-0.