

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, September 21, 2020 in the Superintendent Office/Board Room in the GLR district building in George. 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, Wade Netten, Andrew Sprock, and Austin Lloyd. Jason Fugitt was unable to attend. Also in attendance were Superintendent Tom Luxford, Board Secretary Cathy Bonestroo, Principal Karie Aeikens, Principal Tyler Glanzer, and guests Valecia West, Darcy Hansmann, Brenda Sandbulte, Lissa Harson, Tim Mauldin, and Michele Johnson. Due to the COVID-19 pandemic the meeting was also held through zoom with Dan Gisolf, Sherri Kruse, and Kristi Donaker in attendance through the zoom option.

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

Superintendent Luxford recognized the George Chamber of Commerce for the GLR staff welcome back breakfast, Security Savings Bank for the staff lunch during pre-service trainings, and Frontier Bank for the afternoon snacks during pre-service trainings. Landis recognized Tom and Kristi Luxford for the conference tables and chairs. Valecia West requested recognition for Brecklyn Korthals for donating 2 bags of art supplies.

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

Luxford explained that Melissa Stillson with Lyon County Health Department had a couple situations come up to prevent her from attending in person. Luxford called Stillson who was expected to call back to present to the board. Landis noted the agenda would continue until the call was received.

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

Melissa Stillson joined by phone to present to the board. Stillson thanked the staff and administration for the ongoing process working through the COVID situation and making good strides in getting things ready for school. She also recognized that challenges have hills and valleys and not always easy with the unknown and need to wait for some answers. She recognized the willingness to take time to figure out processes, and move in the right direction. County concerns were shared about 14-day positivity rate with multiple factors that lead to high percentage of positivity rate. Large activities and community events lead to situations that maybe symptoms have progressed and then contact tracing occurs. School has been diligent in helping with contact tracing process which can be overwhelming and frustrating. She shared we all must follow all the guidelines with no leeway in following adopted measures. State guidance is also sought with special situations. The administration, secretarial staff, and teachers were recognized for working together to get the students the education during quarantine. Guidance from the national level and state level guides the local level and must continue to work together. It is a long process and determination is needed to make it through the COVID situation.

Some schools are going to hybrid models and where GLR fits in the process was questioned. The Department of Education and State Department of Public Health return to learn document was referenced for the positivity rate rolling average percentage with additional factors of 1) greater than 10% absenteeism in school per state guidance using the daily absentee numbers and 2) whether health care systems are being maxed out. If one or both apply, then the school has the ability to apply for a waiver through the Department of Education for review with the Department of Public Health and then the

school and local department of public health walk through the process with state guidance for mitigation and visit with the Department of Education. It is a process with schools, local health department and state health department all in deciding the factors.

Luxford recognized the partnership with Lyon County Health Dept and the appreciation for the partnership during the unchartered and unique times we are in and resilience needed. Stillson thanked the district for their support and encouraged questions be forwarded to Mr. Luxford and/or Stillson and will get the answers or get the directions from a higher level.

Luxford recognized the busyness of September and all the state report deadlines. Financial reports will be presented at the next meeting.

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

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

IASB virtual conference information was shared with Luxford sharing viewing possible at our convenience with more info coming later. Iowa School Performance Profiles for 2019 were shared with K-12 demographics. Former George elementary is priority standard and comprehensive status has not yet been met and procedures continue to be put in place, as well as the same for 4th and 5th grades at the former Little Rock elementary. K-5 are on 3rd year of comprehensive status with uncertainty as to how last year will be handled. Aeikens shared about reading and math curriculum and 2nd half of ARC materials ordered. Every student is reading an hour a day and have started 30 minute interventions with every student in K-5. New math curriculum also purchased which goes hand in hand with the former CGI training. Luxford shared we have some work to do but have things in place with getting things turned around. Assessments were not completed during COVID closure which were also part of the numbers. Middle School shows an acceptable plan but composite is still lower than state average. High school is acceptable status with just under the state average overall performance.

Lil' Mustangs Daycare open house information was shared for October 1 from 6:00 – 7:30 pm with community tours expected. Luxford reported 14 students registered at the daycare with staff hired and a goal of 25 registered children by the end of the 9 weeks. Luxford recognized the good partnership with the school district and the impact of the daycare with increasing GLR student enrollment. Hopeful to have the fitness center open house the same date pending completion with mirrors and doors being installed this week and treadmills and bikes expected to arrive next week. Preschool drop off/pick up protocol was reviewed in response to situation that occurred a couple weeks. Open communication between families and the school is necessary to prevent issues in the future. Another protocol for afternoon preschool was questioned and confirmed.

Teacher leadership committee (TLC) of Michelle Johnson, Tim Mauldin, Lissa Harson, and Brenda Sandbulte, presented on professional development (PD) updates. New teacher day welcomed teachers new to GLR with meetings with the superintendent, principals, and Cathy. Mentors lunch is typical, but instead mentors and new teachers met with the new ARC representative. Ed Camp included sessions on google classroom and extensions being added for new things, APL training review, yoga with Fred to destress, and craft time with Kim. ARC training was provided the afternoon after ed camp. PD days included ESSA (every student succeeds) and MTSS (multi-tiered system of support) training. A GLR graduate puzzle display was shared representing what everyone puts into the kids with each grade creating a puzzle piece sharing what they teach the students. They reported staff are excited to be back and commend administration on smooth start of the year. Power standards and every discipline sat down with standards as priority focus for all levels and virtual PLC (professional learning communities)

conference as one of best conferences attended by TLC team encouraging sending more groups and even the board in the future. The PLC focuses on 4 questions of 1) what want students to learn or know, 2) how know if learned, 3) what to do if haven't learned, and 4) what if they have learned it and time to go on. PLCs were recognized as a wonderful way for staff to help students. Groups have been formed by content and grade level with norms of how to handle things and how standards tie into district and building goals and also tie into individual teacher goals.

Wednesday afternoon early out PLC times were discussed as more productive for staff development and very effective vs once a month professional development. Every week is easier to continue and expand during the week and more productive and see change easier as able to implement it quicker. Luxford recognized the good start because of the collaboration since March with meaningful start to PLC process together and being consistent. Collaboration is #1 focus no matter what the model used with continuum work throughout the week. The group has a "Forecast Friday" meeting to plan for 2 weeks and scaffold every PLC together. Test scores can't go back, but strategies are huge to get us where we need to be with differentiating instruction. Luxford recognized the amazing job by the TLC team.

Netten questioned about the mentor program as board felt lack of accountability and not sure if updates received in the past. Luxford reported updates from mentor/mentee teachers throughout the year will be shared. Build on things and collaboration with mentors/mentees and need to hear from them as to what they are doing. PLC times meet with same content or discipline and cross curricular for mentors and mentees establishing rules and balance – classroom management and curricular instruction. Difficulty was recognized in the past for meeting time with new teachers and work through together and little conversations are helpful on Wednesdays.

Principal Aeikens reported on building updates with band door moved to daycare office. Principal Glanzer reported overall 6th-12th in building has gone well with schedules fixed early, particularly lunch. First week uneasiness was recognized but new normal is setting in and going well. Luxford shared he meets with administrators weekly individually and meets together as a group once a week addressing how buildings are going and being proactive to address things. In addition, administrators meet to assist with TLC group and get into the classrooms. Seesaw platform is used for K-5th and ready if/when need to do online learning. Google classroom is used 6th-12th with some with grade 5. ARC coach is coming 9/22 with 1 hour with each new teacher. Nurse handwashing training was held for PS-5th grade. Biannual bus safety training was also completed. FAST testing is next week with fluency testing this week with average words/minutes reported to state. Next week is math testing through grade 8 with a subscription paid for the testing. Preassessments were taken to see where students were in the fall with last year and summer data. Groups are set with #1 priority as literacy and reading and then math. 2:30-3:00 pm daily all groups work on interventions for skills needed for K-5th with something similar 6th-8th. Remember lots of good things are going on in the district was stressed. Sophomores had good trip to Lake Pahoja with different times for individual school districts. GPS scavenger hunt for middle schoolers has been done with monarchs studied with 4th graders.

Glanzer presented for consideration the NFHS pixellot use system for livestreaming events in the gym noting high quality but pricey. Some schools took advantage earlier, but NFHS is running special during COVID. LCRF contacted Glanzer with \$3000 donation that must be used towards athletics and COVID related. NFHS special is they come in and install all equipment with one-time fee with opportunity for future money back to the district through paid subscriptions which gives access to any school who also uses the system. \$9/month subscription is needed to watch with typically 20% back to the district. Good balance as way to balance what not receiving by attending events and opportunities to offset with some

possible advertising too. Active camera shows entire event with audio from the stands. Grandparents from further away can watch.

Netten questioned why GLR is not using YouTube used by other districts which is free. How combat that issue and question from the public noting it would be nice if all districts went to this option. Concern about how many people will pay was also shared. Offering livestream helps gate and can stay more invested from some studies shared by Lloyd. YouTube is tough as don't always have manpower within the district and gaining from people who wouldn't come anyway. Equipment upgrades would be needed and someone to run for YouTube. Hardware was questioned noting only offering one camera. It was noted that it would be nice if we would own equipment and could be used for baseball and fine arts. Glanzer shared the gym would be the only livestreaming so it would be an option for graduation or if music concerts were moved to the gym. Question when deal ends if not acted upon tonight with no deadline known. YouTube equipment could also be used for the money, but manpower is still the biggest obstacle. Luxford shared NFHS is a good service with good quality. This decision can be tabled to gauge interest and demand to pay for service and intrigued to see what other schools are signed up to see what other schools could be watched. Colleges will also watch for scouting and recruiting. No deadline presented and Glanzer reported West Lyon is signing up. There is not a long turnaround to get set-up and those familiar with former "cube" this is the new version from the cube. Subscription can choose yearly or monthly subscription. Board questioned if state would allow tournaments to be livestreamed. Glanzer will check but believes it is allowed.

Superintendent Luxford shared personnel committee meeting needed with several discussions needed regarding COVID leave, personal leave, sick leave, and sick leave bank. Discussion was held regarding quarantine, leave requirements and use, remote-work, and teaching from home. Board discussion was in classroom is job market for teaching and noted a lot of pressure on those covering the classroom if allowed otherwise. Research will see what other districts are doing before the committee meeting.

Numbers for GLR with daily percentage absenteeism and average weekly absenteeism were discussed. Percentage is just those who are ill for absenteeism percentage. Parents were recognized that if out that they have stayed home and cooperating in the process. Other districts are not following was noted and seeing a spike and the consequences. GLR was recognized for following through with our protocol to keep the kids safe. It was noted that we have to follow protocols and not have parents and students dictate and recognize the situation and the frustration. Sense of what are we teaching our kids when life isn't fair is a good lesson and don't throw a fit if don't get our way and to make "lemonade out of lemons".

Capital projects committee meeting is needed for upcoming possible projects including fence, daycare projects, bus communication system (cellular vs outdated radio equipment) with radio system coming off cell service, security camera updates/additions (Little Rock site, daycare hall and outside entrance, fitness center, bus barn interior [camera and lighting], storage shed interior, and administration having access to camera viewing). Playground updates needed in Little Rock was noted for lower elementary kids.

Ford Windstar request for sealed bids for disposal was presented with no replacement needed confirmed. Lane change request having missed deadline of March 31 for salary lane change with no record of pre-approval of classes approved as stated in master contract being recommended to approve due to the COVID situation with deadlines and pre-approval needed to be followed in the future. IASB delegate recommendation was Kristi Landis. Open enrollment out request was presented for approval with having other students also in another district. It was noted that open enrollment out requests should be submitted to the resident district first for approval. Practices are in place to have conversations to follow-up with

open enrollment out requests. Fitness center guidelines, protocols, and fees were presented with increase in membership fees to \$20 per month with proposal to pay annually and set open times for the community up for discussion. The protocols will include taking care of the nice facility and pride for all in the district with example of different shoes required in the center. It was shared that showers are not available yet but could possibly be in the future. It was also noted that previously was open any time but hours are presented differently. The community group will be discussing hours available noting discussion is appreciated. Recommendation will be to take fitness center out of consent agenda with mainly weekend hours questioned. It was also noted that with an increased fee it will be expected to do a better job taking care of the center and be clean and picked up. Paraprofessionals used as subs with some being paid more than sub rate with their hourly pay rate was noted. Para guaranteed the \$105 sub rate was questioned that's why recommendation has changed. Expectations will be to have a substitute teacher first and para as last resort. Para if under \$105 rate, then change rate to sub rate pay. If above the rate, then pay hourly amount. Domino effect down the road with it noted that administrators need to be smart with how to do things or future impact for the district including ACA concerns. This is another topic for personnel committee to further discuss. A special board meeting was recommended for follow-up on higher discussion items including NFHS, para pay, and other items noted.

Lil' Mustangs meal agreement was presented to serve the daycare children and do not qualify for the free federal program as charged as part of their tuition to eat. LEP excess cost for ELL deficit of \$26,130.72 for spending authority. Special ed excess cost/deficit of \$67,881.18 for spending authority with it noted that extra staff members (teacher and paras) hired for 19-20 school year versus previous year. Discussion was held about the deficits and that adjustments should be considered for getting these deficits reduced was noted by the board. Proper reporting of the student special ed levels was noted as crucial with one recently learned as not accurate, along with proper IEP levels set for the student needs. It was noted that the deficits are common and spending authority is requested, but no cash so can levy with the budget to assist with the cash balance impact concern.

Resignation was received from Mitzi Wynia as NHS sponsor. Recommendations for hire included Gerald Grave, substitute bus driver; Kevin Kurtz, substitute teacher; Bryan Anderson, substitute teacher/para; Linda Kannegieter, paraprofessional; Kaitlyn Dickmann, part-time custodian; Ashley Eben, part-time food service dishwasher while waiting for bus route.

Policy reviews were presented for Policies 300.00 Role of School District Administration; 301.01 Management; 302.01 Superintendent Qualifications, Recruitment, Appointment; 302.03 Superintendent Salary and Other Compensation; 302.04 Superintendent Duties; 302.05 Superintendent Evaluation; 302.06 Superintendent Professional Development; 302.07 Superintendent Civic Activities; and 302.08 Superintendent Consulting/Outside Employment. First readings of 302.02 Superintendent Contract and Contract Nonrenewal and 303.01 Administrative Positions were presented.

A motion to approve the meal agreement with Lil' Mustangs Child Care Center was made by Netten, seconded by Lloyd, and carried 4-0.

A motion to approve the LEP excess costs/deficit of \$26,130.72 for spending authority but no cash was made by Netten, seconded by Sprock, and carried 4-0.

A motion to approve the special ed deficit for spending authority of \$67,881.18 was made by Netten, seconded by Lloyd, and carried 4-0.

A motion to remove items A (NFHS School Broadcast Program Pixellot Use Agreement); F (Fitness Center Guidelines, Protocols, and Fees); and G (Paraprofessionals used as Paras Paid at Hourly Rate) from the consent agenda was made by Lloyd, seconded by Sprock, and carried 4-0.

A motion to approve Consent Agenda Items B, C, D, H, I, J, K was made by Netten, seconded by Lloyd, and carried 4-0. Consent agenda items included B) request for sealed bids for disposal of Ford Windstar van; C) lane change for Kris Hamilton with increase of \$750 to contract recommend allowed due to COVID noting the deadline was missed and no record of preapproval and all staff are expected to meet deadlines in the future including pre-approval of classes for lane change consideration and submitting proper forms as noted in master contract; D) IASB delegate appointment of Kristi Landis; H) resignation of Mitzi Wynia as NHS sponsor; I) recommendations for hire (Gerald Grave, substitute bus driver; Kevin Kurtz, substitute teacher; Bryan Anderson, substitute teacher at sub rate and substitute para at \$11/hour; Linda Kannegieter, paraprofessional at \$9.75/hour up to 29 hours/week, Kaitlyn Dickmann, part-time custodian at \$12.50/hour up to 20 hours/week; Ashley Eben, \$9.50/hour dishwasher coverage between routes with no overtime for combined duties within the district; J) policy reviews of 300.00, 301.01, 302.01, 302.03, 302.04, 302.05, 302.06, 302.07, 302.08; and K) first reading and waive second reading of policies 302.02 and 303.01.

A motion to table removed items from the consent agenda (A, F, and G referenced above) for a special meeting for was made by Lloyd, seconded by Netten, and carried 4-0.

Glanzer reported he heard back from West Lyon, Sibley-Ocheyedan, MOC-FV, and Rock Valley who plan to enroll in the NFHS for livestreaming. He also confirmed that the state will allow livestreaming of post-season events.

A special board meeting will be set and zoomed for the items tabled. Board committee meetings will also be set-up.

A motion to adjourn was made at 7:45 pm by Netten, seconded by Lloyd, and carried 4-0.