

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, December 21, 2020 in the Elementary Music Room in the GLR Elementary building in Little Rock. Board President Kristi Landis called the meeting to order at 5:32 pm with the Pledge of Allegiance. Board members present were Kristi Landis, Andrew Sprock, Austin Lloyd, and Jason Fugitt. Wade Netten was unable to attend. Also in attendance were Superintendent Tom Luxford, Board Secretary Cathy Bonestroo, Principal Tyler Glanzer, Principal Karie Aeikens, and guests Valecia West, Kary Conaway, and Brooke Klaassen. Due to COVID-19 the meeting was also offered through zoom with no one 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 and no public comment was made.

Superintendent Luxford recognized the CL-GLR state runner-up football team, music departments for their holiday concerts, FFA foundation donation of \$833 through Iowa Farm Bureau, Premier Communications Foundation donation of \$1000, Frontier Insurance for the meat and cheese trays and goodies for staff delivered to all 3 buildings, Cooperative Farmers Elevator for the patronage dividends of \$71.57 to the general fund and \$9.71 to the FFA Farm, and the GLR community for their cooperation and understanding with COVID-19 limitations. Luxford shared there is a lot to celebrate reflecting over the 6 months with the district and administrative team and recognized the principals and the board for their work.

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

Kary Conaway, board member for the Lil' Mustangs Childcare Center, introduced Brooke Klaassen as the daycare director and recognized the partnership with the school for the daycare. Conaway presented the proposed playground upgrade removing most of the playground equipment and bringing in new age-appropriate equipment as required with 3 separate play areas and a bike area with 2 pieces of equipment and poured in place rubber with thickness dependent on fall height and packed gravel underneath. Surfacing was recognized as the most expensive part and adding fencing. Concrete, pea gravel, and placement of equipment are awaiting bids from contractors. LCRF grant will be applied with the possibility of money from the county supervisors similar to Kids Club with strict requirements with other funding sources needing to be exhausted. Question arose if the district insurance policy would need to be changed. Locking the playground was also questioned with Conaway and Luxford sharing it would be locked. Discussion was held that the playground would then not be accessible for the campground. Liability was also noted for everyone playing on the equipment. Luxford shared the school would hire Mitchell & Huss to move old equipment and some obsolete equipment and use what we could in Little Rock. Luxford also shared the old weight room floor pads may possibly be used for surfacing. Preschool will also be able to use the playground. Some equipment would be salvageable, and discussion was held on reusing the equipment or disposing. Conaway shared the city may be interested in some of the equipment if that were an option. Resolution for LCRF grant needed with details to be worked out with timing and more info. Conaway thanked the board for the school's support. Luxford recognized the great partnership between the school and daycare.

Principal Glanzer presented about the Day of Great Expectations which was shortened compared to the past and recognized the guest panel of Adam Timmerman and the 3 GLR graduates of Tom Weerheim, Amber Stettinichs, and Jason Bolin. Genius week was discussed the afternoon of that day with it planned for March. Student absences were noted at their lowest. Staff door decorating was a fun project. PLCs continue to do well and have good conversations. Activities were reported with NFHS network off and running with some technical things to figure out and recognition for Austin and Dave being part of the announcing. Gate receipts were recognized as low with spectator limitations, but we are grateful we are playing. Hope limitations are lifted in the future, and the district will continue to operate under guidance given and look at the positives. GLR and CL sports sharing agreement meeting was held with the current agreement in effect through July 31, 2021. This was a one year contract this last year. The meeting discussed fall sports and wrestling and football off to a good start. February additional meeting will be held with talk about softball for beginning August 1, 2021. Winter concerts went well with MS and HS with spectator limits of 2 people per participant recognizing Mr. Mauldin and Mrs. Lewis for their work. MS boys were able to hold 3 basketball games and practices after the governor's announcement change.

Principal Aeikens reported on low student absences and Christmas things going on this week. Interventions are being completed and reassess after January FAST assessments. Concerts went well and nursing home was excited that they got to enjoy, so streaming possibly in the future in addition to in person should possibly be considered. ESSA comprehensive meeting was held with this year a floater year with no official changes and still considered year 2. Meet every month with ESSA team and AEA and relooking at SAMI five aspects of district and self-analyze as a group with district leadership team and guidance from AEA with great job being done in last year or two and on right track and ahead of most other districts.

A motion to approve the minutes from the previous meetings was made by Fugitt, seconded by Sprock, and carried 4-0.

Wrestling team was recognized for winning the Spencer tournament for the first time ever.

A motion to approve the bills was made by Lloyd, seconded by Fugitt, and carried 4-0. Bonestroo noted \$2100 ARC invoice was not part of original board approved agreement submitted and lunch repairs are now allowed again directly through the lunch fund. Luxford shared the LCRF quarterly checks were received in December and additional COVID funds are expected after yesterday's government announcement.

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

Luxford recognized the Booster Club payments have now been collected for April and July invoices with additional billings being sent for this school year. Bonestroo was recognized for applying for and receiving a Sioux Rivers Regional Health and Disabilities services grant for nursing services for \$10,335. Luxford requested an increase in depository limit from \$3 million to \$3.5 million. Bonestroo explained the depository limit increase was to be able to take advantage of better interest rates and allow transfers with the current low rates with ISJIT flow-through account.

The board reviewed the IASB board briefs communication, Security Savings Bank interest rates information, and the Piper Sandler annual continuing disclosure filing information with good information and history on enrollment, taxes, sales history, and the largest taxpayers in the district. Discussion was held on district investments. Bonestroo stressed the need to have a multi-year plan to plan future needs and funds needed to better invest the district funds into future CDs.

Luxford presented from the facilities/capital project sub-committee meeting summary with project and equipment expenses through November including the building realignment totals of elementary in Little Rock \$151,780.93, MS \$29,058.35, HS \$100,750.19 with almost \$60,000 of it for the old commons roof, and district admin building with daycare and fitness center \$95,450.36 with additional fitness equipment arriving Wednesday. Luxford noted the fitness center is about a \$50,000 facility. The bus communication system, security cameras noting still awaiting electrical bid, and 1:1 Chromebooks for 4th grade were also presented to the sub-committee. Two additional quotes received were shared for the Chromebooks. Good care of fitness center with slow membership was reported.

Financial services committee meeting summary report was shared. Luxford shared the need to be frugal with purchasing. Big things coming up and need to look at where we are other places with first priorities as facilities and maintaining them better with early interventions and being more proactive than reactive. Budget guarantee and anticipated new money were discussed. Early retirement will not be offered this year. Spring COVID closure and issues were discussed at the sub-committee meeting. COVID leave, COVID financial impact, and staff expectations were also noted.

Luxford shared the proposed SIAC committee noting they have been contacted about the January meeting.

Sharing committee also reported on the shared sports agreement with Central Lyon noting football and wrestling are good but recognized Central Lyon would like to see changes with softball with proposing to move it to Central Lyon in the future and Central Lyon to be the host school. Committee knew it was coming which was questioned last year with the meeting and at that time Central Lyon denied that as a future plan. Central Lyon is asking for home school for softball and if not willing, then may need to look at going by ourselves or another district for softball. February meeting with more to come with the discussion. Discussion was also presented for track in the future with no demands but desire to share track and host by CL in the future with Central Lyon anticipating losing their boys track coach with an early retirement so a possible ideal time to change. Board discussed concerns, feasibility, and domino effects of losing coaching positions, possibly losing additional sports, and low participation numbers. It was noted that GLR is host school of non-revenue sports and the financial impact and needing to be a true sharing agreement with both parties viewing and having the mindset that both schools are part of shared programs and agreement needs to be a give and take between both parties. Central Lyon did ask if other programs would be at risk if GLR did not agree with softball. More foresight needs to be given within the district with planning. Other possible programs were discussed as potential new programs for the district. Wrestling program was discussed with the high costs and low revenues with only one small meet for GLR. Other options need to be considered with it coming down to the students, numbers participating, and best opportunities for kids and to stand up for GLR.

Operational sharing was discussed with currently sharing transportation with Central Lyon, maintenance and upkeep with Sibley-Ocheyedan, HR, and a part-time instructor with Boyden-Hull with possibility of retirement.

Superintendent Luxford reported on the Iowa Association of School Board convention with board takeaways shared of learning a lot with staff impact on students noted and a lot of emphasis on culture and relationships with GLR implementing some things and focus on changing the way we think and interact together and how the little things can help. Luxford shared need to be creative with activities taking a hit financially and looking into outside agencies and fundraising with anticipated changes in the next couple years with activities piece. Luxford also shared the need to be creative with teaching assignments. COVID-19 update was shared with hope for more funds and previous funds used for PPE,

covid leave pay and sub pay. SAMI comprehensive school update was shared with partnership with the district leadership team, AEA, and Department of Education with the admin team meeting with them two times this year so far and the agencies are happy with what GLR is doing with the comprehensive status. Luxford shared the drop out at risk program MSA amount request of \$149,770 with 2 students dropped out right now and working on getting them to school with Geerdes assisting. Legal drop-out rate was discussed and what could be done. It was noted the need to build relationships with students and parents and to educate all and incorporate the counseling department.

Luxford presented the 2020-21 proposed calendar change and makeup days with state FB was shared with make-up days of January 6 changing to a full day with no early out and no in-services and have a full day of school on February 12. Proposed 2021-2022 calendar presented 2 calendar options from the calendar committee with start dates different with a Monday or Tuesday start. Aligned calendar last year with Central Lyon was questioned for in-services with it shared we are doing on our own and not with CL. Open enrollment applications were presented again with board recognizing one of the applications does not make sense with contradicting that previous district was Central Lyon, but also noted move from Ohio. Luxford noted families were contacted numerous times and due diligence was done including offering the daycare and afterschool program and that the students are attending the other districts. It was noted that open enrollment outs are not always school issues, but work issues and perception of going to school where they work. Discussion was held that perception and culture change is the GLR focus and long conversation of marketing the district to have a positive impact with a big picture district focus. Focus will include to build trust, culture, and collaboration within the district and celebrate and make successes well known.

Principal and superintendent job evaluation forms were received from Pat and SAI with artifacts needed and meaningful evaluation to push to improve. Luxford shared past seemed informal and subjective for principal evals and change is needed. Quarterly informal superintendent evaluation will be held in January.

Policy reviews were presented from Pat. Luxford shared the cell phone policy 401.12 and 401.12R1 states preapproval by superintendent for cell phone reimbursement with only flat rate in specific staff contracts and board approved. No log requirement will be implemented, and no other staff will be reimbursed for cell phone unless so stated in their contract. Luxford shared these policies will be pulled and presented back to Pat for updates.

Clarification on consent agenda was shared by Luxford with following protocols, procedures, and handbooks consistently needing to be followed, along with expectations and leave requirements. Reassign duties by superintendent if can't do job due to district COVID changes will continue to be paid with reassignments, with no pay if decline reassignment. Issues from the spring closure were briefly discussed.

A motion to approve the Drop Out/At Risk MSA for \$149,770 was made by Lloyd, seconded by Sprock. Roll call vote was taken with Lloyd, Sprock, Landis, Fugitt all ayes, no nays, and carried 4-0.

A motion to pull Policies 401.12 and 401.12R1 from the consent agenda for updates was made by Fugitt, seconded by Lloyd, and carried 4-0.

A motion to approve the consent agenda items was made by Lloyd, seconded by Fugitt, and carried 4-0. Consent agenda items included LCRF resolution for Lil' Mustangs playground project; increase in depository limit at district depository banks to \$3.5 million; facilities committee recommendations of bus communication bid of \$1236 for installation and equipment and \$366/month with a 2 year agreement with

Electronic Engineering, security cameras for the elementary in Little Rock at \$11,763, bus barn interior at \$1,175.38, storage shed interior at \$1,175.38 and admin having access to security camera viewing and electrical work for security cameras sill awaiting bid, 1:1 Chromebooks bid from CDWG for \$9978.30; finance/personnel committee recommendations of expectations to follow handbooks, procedures, and protocols, no offer of early retirement, work agreements and leave requirements, reassignments of duties by superintendent impact by COVID for payment, and refuse COVID reassignments then forfeit pay; 2020-2021 school improvement advisory committee membership list; 2020-21 calendar change of January 6 a full day and February 12 a full day for makeup days; open enrollment out applications; dual enrolled student for concurrent college class; evaluation forms for principal and superintendent; policy reviews of 402.01, 402.03, 402.04, 402.05, 402.06, 403.02, 403.04; first readings and waive the second readings of policies 402.02, 403.01, 403.03, 403.03R1, 403.03E1, 403.05, 403.05R1, 403.05E1, 403.06, 403.06E1, 403.06E2, 403.06E3, 404.01, 404.01R1, 401.01R2L; approve the second readings of policies 400.00, 401.05, 401.05R1, 401.07, 401.10, 401.11, 401.13, 401.13R1.

A motion to table the second reading of 401.12 and 401.12R1 with edits needing to be made and then represented was made by Fugitt, seconded by Sprock, and carried 4-0.

A motion to adjourn at 7:09 pm was made by Sprock, seconded by Lloyd, and carried 4-0.