

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a public hearing for the disposal of assets on Tuesday, March 16, 2021 in the Superintendent Office/Board Room in the GLR district administrative building in George. Board President Kristi Landis called the meeting to order at 5:30 pm. Board members present were Kristi Landis, Andrew Sprock, Austin Lloyd, Wade Netten, and Jason Fugitt. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal Tyler Glanzer, Principal Karie Aeikens and guests Valecia West, Dawn Arends, and Dennis Winkowitsch. Due to COVID-19 the meeting was also offered through zoom with no guests in attendance through the zoom option. No comment was received for the disposal of property for the bus radio communication and playground equipment. A motion to adjourn was made at 5:32 pm by Netten, seconded by Sprock, and carried 5-0.

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The George-Little Rock Board of Education met for regular session on Tuesday, March 16, 2021 in the Superintendent Office/Board Room in the GLR district administrative building in George. 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, Wade Netten, and Jason Fugitt. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal Tyler Glanzer, Principal Karie Aeikens and guests Valecia West, Dawn Arends, and Dennis Winkowitsch. Due to COVID-19 the meeting was also offered through zoom with guest Dan Gisolf in attendance through the zoom option.

A quorum was established. President Landis opened the meeting for public comment with one written request to speak. Dennis Winkowitsch addressed the board and thanked them for their service. Winkowitsch shared he attended the Central Lyon board meeting and stressed the disappointed that he and others in George and Little Rock have, as well as people within the Central Lyon communities, that Central Lyon is trying to take away the softball program from GLR focusing on the unfairness that they are showing in handling the new proposed sharing agreement. Winkowitsch shared at the time Central Lyon started the new softball field he brought it to the GLR board with no one on the board aware of the new field, and it appears Central Lyon went behind GLR's back on building their softball diamond. He stressed to Central Lyon at their board meeting that to share a program means to share and be fair, and he told Central Lyon they are not being fair. Winkowitsch stressed being fair is the focus and to not take the program away from GLR. In discussions, he also shared that Central Lyon teachers and staff are not aware of what the Central Lyon board is trying to do. Winkowitsch shared he is willing to help if there are any issues and wishes the GLR board the best. Landis thanked Dennis for his time.

Superintendent Luxford recognized students for their state individual speech performances, Dylan Winkel for 2nd place finish at state wrestling, FFA week and the great job during the week, open gyms and acknowledged Fred Landis for putting the schedule together with parents and student participation.

A motion to adopt the agenda including additional resolution, additional Premier contract, and additional LCRF request was made by Lloyd, seconded by Fugitt, and carried 5-0.

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

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

A motion to approve the financial reports was made by Netten, seconded by Lloyd, and carried 5-0. Luxford recognized the partnership with LCRF and the board approved uses for the funds, and he will be meeting with the LCRF board on March 29.

Luxford presented communications from IASB and the board webinars available. Also presented was the Delta Dental of Iowa grant received for a water filling station in the high school, EMMA issuer rating filing correspondence, and physical address update for the district administrative building. Landis questioned the voucher bill status. Luxford shared the bill has “run out of steam” but concern for the future and that open enrollment is already an option which he also expressed at a recent legislative forum. Luxford shared he is working with principals on checklists and his list of things to complete by end of year for his evaluation.

Principal Glanzer reported on parent teacher conferences next week to again be held virtually with some tweaks as recommended from parents and staff. High school students will also complete google slides for the conferences. Iowa assessments are scheduled for April 13 and 14. Science tests for 8th and 10th graders will be Thursday and all others Tuesday and Wednesday. A lot of discussion is currently taking place towards next year. Social studies and language arts will be adjusted and looking at using people the most efficient way possible for next year. We will continue to look at putting intervention time at the HS level with WIN time. Individual state speech all-state recognition has not been announced yet. Spring sports numbers were reported with 38 high school students out for track with 23 boys and 15 girls, 22 students interested for golf, 24 out for middle school track, softball team quite a few kids out, baseball 18-19 students, middle school baseball and softball including 6th graders over 20 in each projected.

Principal Aeikens also presented parent teacher conferences will be done virtually, Iowa assessments in the morning same week as high school, preschool packets are out to families, kindergarten roundup in April, field trips to be held in May, and current discussions of options for summer school.

Luxford commended principals for their work.

Luxford presented disposal of old outdated radio equipment on CFE and sealed bid process for playground equipment not being moved to the elementary in Little Rock with bids presented to the board for final approval and disposing of items that do not receive a sealed bid.

Projects presented for approval to obtain bids included: Admin building: fence around dumpsters and air conditioner units, outside light for fitness center entrance for safety & surveillance, office window and door window, offices hall entry door, superintendent office updates, ADA button east entrance door, and cameras added in the lunchroom; Elementary building: ADA door handles, windows on the west and south sides with 2 bids required, carpet, air conditioner, playground pea rock will be reused with the daycare playground upgrade, and library shelving; MS/HS building: additional cameras where they are still missing, windows possibly in current MS science room which appears to have just covered windows but unsure of windows condition, carpet, ADA water fountain, and possible roofing but not anticipated this year with look at all roofing for multi-year plan; Transportation: bus barn roofing leak and lighting in back/east bay.

Budget power point was presented by Luxford and Bonestroo. District financial goals shared were to match annual revenues and expenditures and focus on the future sustainability of the district with balancing quality education with limited finances. Awareness needs to be on the spending authority (legal spending limit) for the district, categorical/restricted funds as part of authority, and one-time funding with managing authority by increasing miscellaneous income or decreasing expenditures with the least impact to students when possible. It was noted that one-time funding cannot be used for future ongoing expenditures due to sustainability, but for one-time uses and caution is needed for spending plan of one-time funding to be best for everyone in the district. The different school account funds were addressed with the need to keep the funds as separate silos or “pots of money” with following Iowa code for what can be expended from each fund used noting activity fund, lunch fund, and FFA farm fund are all required to be self-sustaining. The only times all funds are combined is with the publication of the budget. It was also noted that all the categorical funding is within the general fund and further restricted for uses. Enrollment is the driving force of the budget with a difference between certified enrollment and served enrollment. Certified enrollment is up, but served enrollment which takes out the open enrollment is down. One way to look at served enrollment is the money the district actually gets to keep. District concerns are staff support, morale, retention, district perception; school improvement plan; staff development focus to improve; address issues and focus on improvement; address district culture and climate; and decreasing enrollment and open enrollment. Open enrollment impact was discussed and the financial impact for the district as being a flow through with the state money following the students. Net open enrollment loss is over \$300,000. Proactive vs reactive with the district and sustainability of the district are the priorities. Miscellaneous income was explained with variations expected in the future with federal and state source changes, noting a lot is dependent on how COVID/CARES money will be spent with projection of balancing out evenly over the next few years. A spending plan is still needed for COVID/CARES funds. Overall tax rate will be lower than previous year. Management levy was increased due to work comp claims, unemployment claims (multiple claims have been received with all being protested), increase in property liability insurance, and future early retirement. It was also noted that the publication is the maximum authorized budget with it published high due to many unknowns and unconfirmed decisions still needed. One district focus is needed and a necessary focus, along with marketing the district, teamwork and working together better, planning ahead, and accountability.

Luxford presented the ratification of the certified staff agreement and thanked Miss West, Mrs. Hellinga, Netten, Lloyd, and Bonestroo for their work in the agreement. Certified teachers with 190 day contracts will receive an \$850 flat rate increase pro-rated based on FTE over the 2020-21 contracts. Finance sub-committee meeting is needed for classified staff and admin proposals for wage increases.

Program sharing committee will meet with Central Lyon on April 7.

Superintendent Luxford reported on calendar updates with make-up dates of April 5 and May 25 so far. Internal LCRF grants of \$17,284.94 were presented for approval. Luxford shared that normal district teacher budgets are usually around \$150 and with the LCRF grants and budgets most are receiving around \$1000 for their classrooms. Discussion was shared of wish or wants vs needs and accountability. Open enrollment out requests were presented for 2 students with Luxford noting some issues need to be addressed within the district, and we have some work to do. Broadway bound trip request was presented for summer of 2022 with expenses paid by teachers and students attending except for the district providing transportation to/from the airport pending COVID situation. Fundraiser approval request for marching band uniforms with fundraiser already taking place was presented. UNI 2021-2022 cooperative agreement was presented for student teaching. Daycare meal agreement amendment, continuation of Orkin pest control agreements, 2021-2022 GLR insurance plan options, 5th grade field trip to Des Moines

in May pending COVID situation, Premier Communications e-rate and internet contracts, resolution for Mustang Sports Boosters and GLR activity fund for LCRF mini-grants were also all presented.

Resignations were presented for Darcy Eben, paraprofessional, and Colleen Trei, food service director. The board thanked them for their service. Board questioned if a plan was in place to cover food service for the rest of the year. Luxford shared he has it covered. Recommendations for hire were presented for Justin Faber, para and substitute teacher upon completion of student teaching; Rachel Anderson sub teacher/paraprofessional; Crystal DeBoer transfer to elementary secretary for 2021-2022; Julie VerSteege, substitute paraprofessional; Shannon Lloyd, substitute paraprofessional; Reid Geerdes, assistant golf coach pending final numbers; Kelly Weiler, head softball coach; Connie Jansma assistant softball coach pending final numbers; and Dawndralee Gisolf, MS softball coach.

Policy reviews were presented for Policy 409.04 Licensed Employee Bereavement Leave, Policy 409.05 Licensed Employee Political Leave, Policy 409.06 Licensed Employee Jury Duty Leave, Policy 409.07 Licensed Employee Military Service Leave, Policy 409.08 Licensed Employee Unpaid Leave, Policy 410.01 Substitute Teachers, Policy 410.02 Summer School Licensed Employees, Policy 410.03 Truancy Officer, Policy 410.04 Education Associate, Policy 411.01 Classified Employee Defined, Policy 411.03 Classified Employee Contracts, and Policy 411.04 Classified Employee Licensing/Certification.

Policy first readings with recommendation to waive second readings were presented for Policy 411.02 Classified Employee-Qualifications, Recruitment, Selection, Policy 905.01 Community Use of School District Facilities & Equipment, Policy 905.01E1 Rental Contract/Use of School Facilities, Policy 905.01E2 Fees Schedule, Policy 905.01R1 Community Use of School District Facilities & Equipment Regulation, and Policy 905.01R2 Community Use of School District Facilities & Equipment.

Recommendations for hire were pulled from the consent agenda for a separate motion.

A motion to approve remaining consent agenda items was made by Fugitt, seconded by Netten, and carried 5-0. Consent agenda items included: disposal of old outdated bus radio equipment on top of CFE; sealed bid process for playground equipment items not moved to elementary with bids presented to board for final approval and disposal of items that do not receive a sealed bid; approval of the request to obtain bids for the potential projects presented; approval of the 2021-2022 budget publication; ratification of 2021-2022 certified staff increase of \$850 over the 2020-2021 individual teacher contract of 190 contract days for 1 FTE with it prorated based on FTE; LCRF grant requests for Jessica Ubben, Shari Kruse, Sharon Klaahsen, Nicole Lewis, Tim Mauldin, Shannon Klooster, Landon Ahlers, Valecia West, Stacie Ver Steeg, Bridget Dickmann, Frances Burd, Michelle McDowell, Tina Sherrill-Range, Brian Luenberger, Mark Lutmer, Reid Geerdes, Kris Hamilton, Russ Verburg, Bethany Specht, Mitzi Wynia, Amanda Storm, Lissa Haron, Amy Schmidt, Thomas Vigdal, Jeff Kruger, Kim Dykstra, and Dawn Arends; summer of 2022 fine arts Broadway bound trip with district providing a bus and van for transportation to/from the airport; dessert auction fundraiser for marching band uniforms; 2021-2022 UNI cooperative agreement; amended daycare meal agreement; Orkin pest control agreements continuation for bus barn, storage shed, and FFA farm; 2021-2022 insurance plan options with the same 4 health insurance options and district contributions as 2020-2021 for those eligible and the same dental and vision options for employee deductions if elected with no pay in lieu of insurance offered; 5th grade field trip request to Des Moines on May 14; Premier Communications contracts; resolution for Mustang Sports Boosters and GLR activity baseball and softball supplies; resignations from Darcy Eben, paraprofessional, and Colleen Trei, food service director; policy reviews; and policy first readings waiving second readings of Policy 411.02 Classified Employee-Qualifications, Recruitment, Selection, Policy 905.01 Community Use of School District Facilities & Equipment, Policy 905.01E1 Rental Contract/Use of School Facilities, Policy

905.01E2 Fees Schedule, Policy 905.01R1 Community Use of School District Facilities & Equipment Regulation, and Policy 905.01R2 Community Use of School District Facilities & Equipment.

A motion to approve the recommendations for hire was made by Netten, seconded by Sprock, and carried 4-0 with Lloyd abstaining for Justin Faber, para and substitute teacher upon completion of student teaching; Rachel Anderson sub teacher/paraprofessional at \$11.00/hour as substitute para due to Bachelor's degree; Crystal DeBoer transfer to elementary secretary for 2021-2022; Julie VerSteege, substitute paraprofessional at \$11.00/hour due to Bachelor's degree; Shannon Lloyd, substitute paraprofessional at \$9.50/hour; Reid Geerdes, assistant golf coach at \$2,829 pending final numbers; Kelly Weiler, head softball coach at \$3,998; Connie Jansma assistant softball coach at \$3,198 pending final numbers; and Dawndralee Gisolf, MS softball coach at \$1,538.

Landis noted upcoming board meetings dates.

Luxford reported anticipated excitement for upcoming graduation with changes expected for all teaching staff in attendance to be in robes.

A motion to adjourn at 7:16 pm was made by Fugitt, seconded by Netten, and carried 5-0.