

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, July 19, 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 with the Pledge of Allegiance. Board members present were Kristi Landis, Andrew Sprock, and Jason Fugitt. Austin Lloyd was expected any moment. Wade Netten was unable to attend. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal/Activities Director Tyler Glanzer, and guests Valecia West, Hannah Engelkes, Reid Geerdes, and Sam Chase with Frontier Insurance.

A quorum was established. Austin Lloyd arrived at 5:32 pm. President Landis opened the meeting for public comment. After submitting the required form to speak, Hannah Engelkes thanked everyone for the opportunity and shared she heard things in the community that she wants to bring awareness to the board but doesn't want it to come across complaining about the school district. She shared her concern for getting and retaining paras saying paras are not there for the money but other schools pay more stating Sibley-Ocheyedan is at \$13.00/hour for para starting wage, and that it's hard to get substitutes let alone people to afford to come work especially if they have daycare children and many couldn't do the job if they didn't have a spouse to financially support them. She also shared two paras have their substitute authorizations and there is an issue that they are the last ones chosen to substitute teach because no one wants to take their para sub spot; therefore, taking away their opportunity to make more money. Many who sub are elderly and young moms who have kids in school. Engelkes encouraged the district to look at starting wages again, focusing on paras who dedicate their time to the children and know them best and seem to work with the hardest kids. She also addressed paras take classes paid by the district for para certification but are not getting paid their time for taking the classes. Engelkes also stated that paras have no benefits and are limited to 29 hours/week. She shared she believes the same problems are with cooks and secretaries. Engelkes stated to show employees they are valued they should take into consideration these issues. Board thanked Engelkes for sharing.

Superintendent Luxford recognized the Kiwanis for a \$450 donation for summer lifting program t-shirts; summer sports success and proud of team efforts; and building, grounds, and district administration office staff for Freedom Days preparation and thanked the George Chamber of Commerce for a great event.

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

Sam Chase presented on the EMC liability, vehicle, and work comp insurance renewal noting the benefits of being in the safety group with premiums presented for \$136,942.00 for 2021-2022 an increase from \$124,859 in 2020-2021. It was noted that inventories were completed within the district and personal property should have been included on the inventory with the masters filed in the district central office.

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

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

Superintendent Luxford read the thank you from the George Chamber of Commerce for the support for Freedom Days with a \$500 donation for the activities and athletic programs for assisting with volunteer

coverage. Iowa Association of School Boards communication was shared with upcoming webinars and fiscal management conference which Luxford stated he will join as held via zoom. Lifescape tuition increase notice was shared.

Principal Glanzer reported on building updates with getting ready for the start of the school year. The auditorium roof was started with carpet updates later in the week for the middle school/high school building. Online registration is open with in-person registration August 4 in Little Rock and August 5 in George. Summer school will be held in Little Rock and Credit Recovery in George July 26 – August 13 with 30 students for elementary and 7-8 students for credit recovery. Little Rock Coop donation of Round Up for playground was recognized. Windows are in progress of being installed in the elementary. Baseball and softball teams worked hard for their seasons. Week of July 23 is state designated family week with shut down for athletes except for baseball state tournament. Fall sports start August 9.

Board sub-committee reports were shared. Facilities report included elementary door handles and locks bid for ADA compliance from Siebring Electric at \$21,100.00 for most interior doors in the elementary and updating the key system to be checked out through the district central admin office as with the other keys. Bus bid from School Bus Sales for 77-passenger bus for \$70,000.00 for 2018 Bluebird with 40-45K miles with remaining balance of 5-year warranty was recommended by Luxford. It was noted if ESSER funds will be used instead of PPEL, Luxford will need to submit application to the state for approval. Luxford shared rotating buses improvement is needed for balancing miles. Multi-Function School Activity Bus (MFSAB) was presented vs minibus for activity trips with passenger seating between 22-32. Luxford is looking for used MFSAB bus and requesting bids for 84-passenger bus. Luxford shared currently there are 3 buses for shuttles every morning, where if another 84-passenger bus was purchased, 2 buses could be used for shuttles instead. Bus disposal sealed bids will be presented next month.

ESSER funds plan was presented from the June 29 committee meeting for board approval with anything over \$5000 requiring state approval from superintendent application. Elementary social studies curriculum was presented for \$13,457.13 for board approval with state application needing to be submitted by Mr. Luxford. Luxford presented several ideas for the ESSER funds plan including curriculum; buses, building updates (windows, roof, HVAC); and mitigation cleaners. It was stressed to use ESSER funds for updating curriculum as a priority and consider focusing on general fund expenditures for efficiencies and to reduce future general fund expenditures for the sustainability of the district with future revenue decreases expected. Many of the items presented would normally fall under PPEL or SAVE funds. It was again stressed that the district needs to spend the money and then submit for claim reimbursements, so timing will be important for spending as reimbursement is paid once a quarter.

No update was given for program sharing committee. Operational sharing update included the possibility of sharing a transportation director with 3 districts including West Lyon, Central Lyon, and George-Little Rock with 1 day at GLR, 2 days at WL, and 2 days at CL per week. Discussion was held if additional state operational sharing funds would be received. Bonestroo clarified that 5 students are received for state funding for sharing the position with no additional state student funds received for sharing with multiple districts. District cost is based on salary and benefits and time within each district. She shared the biggest advantage financially is for the contract holder of the sharing agreement, using the HR director contract as an example, where you get state funding for sharing and can bill the other districts for their share of the contract too for additional revenues for the contract holder. Buildings and grounds operational sharing agreement with Sibley-Ocheyedan was presented again with changes to the director pay from the previous agreement.

Superintendent Luxford's report included 2021-2022 daycare lease renewal for the same rental amount of \$1250 per month, 2021-2022 daycare meal agreement renewal with some additions for meal preparation clarification, 2021-2022 public health/school nurse contract with Health Services of Lyon County, 2021-2022 partnership agreements with Northwest Iowa Community College, LCRF grant application from Mitzi Wynia, 2021-2022 GLR Employee Handbook with date revisions, 2021-2022 GLR Business Procedures Handbook with noted changes, 2021-2022 GLR Substitute Handbook with an increase to \$110 pay per day and a few changes noted for pro-rating payment, and Broadway Bound fundraiser request for corn hole tournament with additional fundraiser requests presented in August.

Siouxland Conference admission request updates were shared with no action being presented. Siouxland superintendents met regarding the pros and cons of allowing other schools to join the Siouxland Conference. A lot of discussion was held with mediation planned for August 9 for 2022-2023 conference affiliation with all superintendents, Department of Education, and Athletic Associations. Luxford shared final decision will be at a later date. Luxford shared other schools are also looking at different conferences if Western and Unity are allowed into the conference. One school is already in a conference with another being independent for 2021-22. Luxford shared upon leaving the conference, they are not allowed back into the conference for 10 years. All superintendents will participate in the meeting with superintendents gathering the pros and cons of admittance into the conference. Luxford shared schools are unanimously on the same page. If both schools requesting are allowed to become Siouxland Conference, it would be a 12-team conference pending other schools considering switching to other conferences if this happens. Luxford shared more details were sent to the board after the superintendent meeting and included the impacts of the students of each individual district within the conference. Depending on how the conference admittance plays out, GLR could consider another conference for 2022-2023 with Glanzer sharing a year notice is needed according to the Siouxland Conference By-Laws unless an exception is made. Ramifications for not following conference rules was also questioned. Luxford shared GLR students deserve the best for the students and coaches are in favor of switching conferences. It was noted, GLR is the smallest in the Siouxland conference. The need to avoid continual switches and if a new conference could be developed was questioned. War Eagle Conference discussion was held as a possibility to consider. With the upcoming decision, it is hoped the effects are considered for all the schools. If need to go down the new path, board wants it as soon as possible was also discussed. A community forum was encouraged if considering switching conferences with pros and cons and the ability to speak to the communities and get input from the communities. An education impact is needed for rationale being considered and multiple effects for the district for what may be or needs to be decided for the future.

Luxford shared current district job openings with teaching positions filled and a need for para support staff. Bonestroo shared there is also a high need for food service workers.

Recommendations for hire were presented for Linda Kannegieter, part-time food service; Erin Swenson, MS Volleyball and MS Girls Basketball; Rebecca Harr, MS and some HS Math pending licensure; Kristi Donaker, music accompaniment; Kaitlyn Dickmann, full-time custodian for all buildings with no overtime for other custodians with this hire and increase in hours, and Hannah Engelkes, substitute summer school para.

Landis shared the NCC partnership agreements will need to be pulled from the consent agenda.

A motion to approve the consent agenda was made by Fugitt, seconded by Lloyd, and carried 4-0. Consent agenda included 2021-22 daycare lease renewal for the same rental amount of \$1250 per month, 2021-22 daycare meal agreement renewal with some additions for clarification for meal prep, 2021-2022

public health/school nurse contract with Health Services of Lyon County, 2021-2022 partnership agreements with Northwest Iowa Community College, LCRF grant application from Mitzi Wynia, 2021-2022 GLR Employee Handbook with date revisions, 2021-2022 GLR Business Procedures Handbook with noted changes, 2021-2022 GLR Substitute Handbook with an increase to \$110 per day and a few changes for pro-rating payment, and Broadway Bound fundraiser request for corn hole tournament. Recommendations for hire were approved for Linda Kannegieter, part-time food service at \$10.50/hour at 29 hours/week and summer food service sub; Erin Swenson, MS Volleyball for \$2153 and MS Girls Basketball \$2153 with maximum 3 years' coaching experience brought in; Rebecca Harr, MS and some HS Math for \$30,750 before TSS pending licensure; Kristi Donaker, music accompaniment for \$10.00/hour outside contract day; Kaitlyn Dickmann, 30-35 hours/week split custodian for all buildings 260 days/year at \$12.50/hour with \$5000/year towards insurance; and Hannah Engelkes, substitute summer school para for \$12.00/hour. It was noted with the increase in hours with the custodian hire, that other custodians will have no overtime unless emergency and pre-approved by the superintendent.

A motion to approve NCC partnership agreements was made by Sprock, seconded by Fugitt, and carried 3-0 with Landis abstaining.

A motion to adjourn was made at 7:12 pm by Sprock, seconded by Lloyd, and carried 4-0.