

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, August 16, 2021, in the music room in the GLR Elementary in Little Rock. Board President Kristi Landis called the meeting to order at 5:35 pm with the Pledge of Allegiance. Board members present were Kristi Landis, Andrew Sprock, Wade Netten, Austin Lloyd, and Jason Fugitt. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal/Activities Director Tyler Glanzer, Principal Karie Aeikens, and guests Valecia West, Dawn Arends, Jessy Rens, Ben McCray, and Mac McDowell.

A quorum was established. President Landis opened the meeting for public comment. No public comment request forms were submitted, and no public comment received.

Principals introduced the new teachers sharing their previous experience: Jessy Rens, 5<sup>th</sup> grade teacher, Ben McCray, HS math teacher, and Mac McDowell, MS science teacher and HS science elective. Alan Holloway, 5-12 band instructor, was unable to attend but was introduced as a 1<sup>st</sup> year teacher.

Principal Aeikens recognized summer school students and staff with about 20 students in attendance for the 3 weeks of summer school. Principal Glanzer recognized credit recovery for the high school students thanking Mrs. Wynia for facilitating. Superintendent Luxford recognized grounds staff of Ken Roseberry and Alex Bonestroo for a great job especially with the football scrimmage. Palmer Candy was recognized for their years of partnership with Luxford for welcome back treats for the staff. Community partnerships of Pizza Ranch, Sudenga Industries, Siebring Electric, Heartland Hardware, KD Designs, and Mitchell & Huss were recognized with Luxford coordinating their donations of t-shirts for staff. Luxford shared Kiwanis is selling GLR flags and donated one to each board member.

A motion to adopt the agenda was made by Netten, seconded by Lloyd, and carried 5-0.

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

A motion to approve the bills presented was made by Lloyd, seconded by Fugitt, and carried 5-0. It was noted that McDonald Roofing and Northern Plains invoices were higher than the board approved bids with no change orders presented for approval.

A motion to approve the financial reports was made by Netten, seconded by Fugitt, and carried 5-0. 2020-2021 activity deficit accounts were also presented with recommended temporary and permanent transfers for zeroing the deficit accounts at fiscal year-end. It was noted that some accounts will start out with deficits again at the beginning of 2021-22 after reversing the temporary transfers.

Superintendent Luxford shared the Iowa Association of School Board's conference in Des Moines schedule encouraging board members to attend. Iowa Board of Education Examiners (IBOEE) substitute teachers use was shared with 10-day limitation in effect again for those with a substitute authorization. Staff pre-service schedule was shared including focused training on technology in case we need to go to remote learning and improve upon past practice. Ed Camp is a contract day for teachers with technology training. APL classroom procedure refreshers will also be reviewed for consistency in classroom management skills.

Luxford shared test results from assessments from English Language Arts (ELA), Math, and Science. State proficiencies were shared along with GLR's results. Luxford shared GLR is above the state proficiency average in most areas. Principal Aeikens shared elementary is above state average proficiency for ELA in grades 3, 4, 5; math grades 3, 4 noting more work is still needed. Principal Glanzer shared MS/HS follows similar pattern with ELA good, math above state average, science smaller sample size and being improved upon. The state average is a comparison of all schools focusing on students reaching the outlined benchmark score for proficiency. Explanation of the grid was shared that to compare 8<sup>th</sup> graders, you would need to look at 6<sup>th</sup> grade scores of 2 years ago to compare for improvements. New curriculum is assisting with improvements of scores. Significant growth in most areas is being seen with individual increases also being seen. Literacy interventions have been implemented the last 2 years. Math interventions are starting this year to meet the individual needs. Parents will eventually get access to scores online with a code to view results. Numeracy project staff training and purchasing materials to assist in focusing on personalized learning and working smarter are being implemented to assist with math improvements. Luxford recognized students, teachers, DLT team, and administration for their work.

Principal Glanzer reported MS/HS building is ready and thanked custodians for their work noting new windows in the new art room are still coming. Amber DenHartog was recognized as new MS/HS secretary. Glanzer shared Pledge of Allegiance will be done with students K-12 every day. Fall sports are underway with football, volleyball, cross country in process with football scrimmage being hosted. Siouxland Conference is increasing gate prices to \$6. No activity ticket prices will be increased at GLR. Activity fundraiser requests were also presented.

Principal Aeikens reported elementary building is ready and thanked custodians for all their work. Windows are completed with blinds coming soon. Door handles being replaced awaiting some locks yet. Little Rock Farmers Coop was recognized for donation of 24D. Student count K-5 has 17 new students. George preschool is at 15, and Little Rock preschool is at 13. TK has 17 kids noting normally around 8. PS-5 was presented at about 215 students with 186 at same time last year. PLCs and PD are scheduled out in advance and have been sent out to staff. New building staff include Crystal DeBoer transfer from MS, Bethany (Specht) DeBoer transfer from MS, Linda Kannegieter moved from para to cook, and Kaitlyn Dickmann custodian at both site buildings. Luxford shared 11 new students at the MS/HS. He noted a total of 28 new students in the district. 5<sup>th</sup> grade is at 31 students, so an additional staff member was added. Luxford shared \$7800 per student with the new students resulting in a financial impact to the district.

Luxford stated facility sub-committee meeting is needed to consider additional bus bids sharing the used bus purchased should be arriving soon. Two buses were presented with disposal bids recommended from VanderHaag's for \$500 for the 2002 bus and \$1250 for the 2009 bus. Financial services sub-committee meeting was recommended to review classified staff pay and ESSER funds application update. Operational sharing of transportation will continue with Central Lyon with Lainn Menning hired by Central Lyon being at GLR 1 day per week. A new sharing agreement was presented for approval.

Luxford reported he will be attending the IASB superintendent fiscal conference. 2021-2022 coaches and co-curricular handbooks and 3 open enrollment out requests were presented. Lyon County Health Services communication protocols were shared. Superintendent Luxford shared his 2021-2022 return to learn plan addendum with masks optional. Netten questioned if hybrid model is needed with the new variant to be able to count inclement weather days being done online and whether district is considering as other districts did last year. Luxford shared teachers weren't ready for hybrid online model for 2020-21 resulting in the mandatory ed camp training on technology to enhance ability to do hybrid model if

needed. Luxford shared his NWC leadership coach contractual agreement to assist principals through leadership program.

Siouxland Conference admission requests update was shared with letter from Athletic Association and the Union recommending to not allow Western Christian into the Siouxland Conference. Next level will likely be the Department of Ed who was not at the mediation meeting. Department of Ed will have the final say.

2021-2022 bus driving paid license and testing contract was presented to assist with hiring bus drivers. Current district job openings remaining were shared noting still advertising for MS math teacher. Michele Johnson will be teaching 5 sections of middle school math along with her teacher leadership duties with a \$7500 increase in her contract pay being presented. Tyler Glanzer will cover 1 section of MS math while Luxford will serve as principal/AD for 2 periods per day.

A motion to approve the resignations from Jill Netten, paraprofessional; and Rebecca Harr, middle school math turndown of contract was made by Fugitt, seconded by Lloyd, and carried 4-0 with Netten abstaining. Jill Netten will still work as a substitute.

Recommendations for hire were presented for mentor teachers of Tim Mauldin, Russ Verburg, Amy Lyon Brenda Sandbulte, Lissa Harson, Brian Luenberger, Sharon Klaahsen, Amy Schmidt, and Kim Dykstra for \$1500 additional contracts. Landis inquired about strides taken for mentors to assure they are fulfilling duties as was recognized as a problem in the past. Luxford shared the mentor/mentee program is stronger. Substitute teacher pay was previously approved in July for the increase to \$110/day. Substitute teachers presented were Kim Chadwick, Renae Groen, Randy Meester, Sandra Peters, Dwayne Postma, Mark Swartz, Pat Verrips, Steve Weier, Tammy Groen, Tara Scholten Tilstra, Bryan Anderson, Rachel Anderson, Hannah Engelkes, Jill Netten, and Paul Van Briesen noting limitations for those with substitute authorization. Substitute paras were presented at \$9.50/hour for Karissa Harms, Angela Johnson, Jaden Klingenberg, Parker Netten, Katie Olson, Diane Peters; at \$10.00/hour for over 5 years' consecutive service for LeAnn Gerken, Sherri Molitor, and Jill Netten; at \$11.00/hour for Bachelor's Degrees held for Rachel Anderson, Tammy Groen, Sandra Peters, Tara Scholten Tilstra, and Paul Van Briesen. Substitute food service workers presented at \$9.50/hour for Marlene Ellrich, Kristin Grave, and Diane Peters; at \$10.00/hour for over 5 years of consecutive service for LeAnn Gerken. Additional recommendations for hire presented were Katherine Sternke, food service at \$10.00/hour for 29 hours/week; Kimberly Medlin, food service at \$10.00/hour for 16 hours/week; Julie VerSteeg, paraprofessional at \$11.25/hour for 3 part-time days/week about 14 hours/week holding a Bachelor's Degree; Spencer Carstensen, paraprofessional at \$11.25/hour for 29 hours/week holding a Bachelor's Degree; John Heyer, paraprofessional at \$11.25/hour for 2 part-time days/week for about 10 hours/week holding a Bachelor's Degree; Heidi Borer, paraprofessional at \$9.75/hour 1 day/week about 7 hours/week. Substitute bus drivers presented were Scott DeJong pending licensure and background check and Mac McDowell for outside his teaching contract time. Elementary teacher recommendation was Jessica (Jessy) Rens at \$34,796 plus TSS recognizing 6 years of experience. Michele Johnson was presented for an additional \$7500 extra duty for teaching 5 sections of MS math which will be pro-rated based on served time of the 190-day contract noting no TSS on the \$7500. Luxford noted no extra compensation for Glanzer covering 1 MS math class, and Luxford for covering principal/AD during Glanzer's class.

A motion to approve all recommendations for hire as presented was made by Sprock, seconded by Fugitt, and carried 4-0 with Netten abstaining.

A motion to approve the consent agenda as presented was made by Netten, seconded by Lloyd, and carried 5-0. Consent agenda items included 2020-2021 activity fund deficit account transfers, 2021-2022 activity fund fundraisers, bus 2 and 9 disposal bids awarded to VanderHaag's, 2021-2022 shared transportation director agreement with Central Lyon, 2021-2022 coaches handbook, 2021-2022 co-curricular handbook, open enrollment out requests, Superintendent Luxford's NWC leadership coach contractual agreement, and 2021-2022 bus driver paid licensing testing contract.

Meeting dates were reviewed which included school board election timeframe deadlines.

A motion to adjourn at 6:35 pm was made by Fugitt, seconded by Netten, and carried 5-0.