

GEORGE-LITTLE ROCK COMMUNITY SCHOOL
BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Monday, September 20, 2021 in the superintendent office in the GLR district administration 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, 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 guest Valecia West.

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

Superintendent Luxford recognized the following for their support during pre-service staff professional development: Frontier Bank, Security Savings Bank, and George Chamber of Commerce for their pre-service staff snacks, lunch, and breakfast respectively.

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

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

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

A motion to approve the financial reports was made by Fugitt, seconded by Netten, and carried 5-0. LCRF funds expenditure revenue and expenditure history report was included, noting the progress being made on the LCRF funds. It was also noted that \$209,103.34 worth of items that could be used for LCRF were used for ESSER and ESSA expenditures instead of LCRF and the continued awareness of spending down the balance gradually to not negatively affect the district's spending authority and sustainability. Landis requested a special meeting by the end of October and a report back to LCRF on a strategic plan to utilize the LCRF funds. Netten noted that the plan presented to the LCRF board several years ago has been followed, so asked Landis why they are again questioning the LCRF funds. Landis noted LCRF grant requests could be at risk without a plan including the Booster Club grant request with the resolution presented at this meeting. Special projects were recommended to be included in the November budget requests for the upcoming year with a multi-year plan also prepared for LCRF funds. Bonestroo shared a preschool plan is needed for COVID funds received, or we will be in a similar situation, recommending that funding needs to be spent within the year received or the district's future spending authority will be impacted. One recommendation for preschool was to contribute to an updated playground. Lunch fund also needs a plan and an evaluation of equipment needs was recommended due to the increased revenues from federal funding. Audit reminders were shared to all administration, board and staff that all district expenditures need to meet public purpose through allowable uses of each fund and all district accounts including all receipts and expenditures need to run through the district business office and be documented.

Superintendent Luxford shared the IASB communication, IASB board convention in November, and GLR's selection for Iowa Department of Education NAEP assessment programs for national tests of our 8th grade.

Principal Aeikens shared fall FAST testing results. ISASPs parent portal information has been shared for student scores. New social studies curriculum is being received. PLC had in house staff share Google classroom and Plan Book trainings. PLC focus at the elementary is based on a book study. GLR

elementary has been asked to be a pilot school for numeracy project and math interventions being implemented. DLT meetings are held each month reviewing patterns and student needs.

Principal Glanzer shared AEA partnership meeting regarding district needs. New learning opportunities shared included Ellis Island simulation and field trips. JMC and google classroom presentations were part of the PLC with working together on ghosting to view google classroom accounts and upload grades into JMC from google classroom. Activities report included cross country win at West Lyon, volleyball win vs Okoboji, DC/NY golf tournament fundraiser, and play practices going well. Upcoming marching band competitions were also noted.

Board sub-committee updates were shared with the facility capital projects committee reporting that the daycare project needs to have the fire marshal within the district to get hallway doors completed for their grant deadline, and a meeting is needed soon to discuss bus needs and bids. Financial services sub-committee recommended classified staff pay increase of \$.75 per hour for limited positions for noted paraprofessionals, secretaries, food service and substitute classified staff. New starting wages were presented for paras, cooks, and secretaries. New wages were presented for substitute paras, cooks, and substitutes who have served the district over 5 years consecutively. All pay increases are to become effective October 1, 2021. Wages will be reanalyzed in the spring noting that moving forward raises will be the yearly raises offered with the work agreements with the expectation to follow these ground rules moving forward with work agreements. ESSER funds expenditure plan still needs to be finalized with plan currently for curriculum and new auto scrubber at the elementary. Discussion was held as to other possible uses including recoding of some staff as a possibility. No report from program sharing or operational sharing sub-committees.

Superintendent Luxford reported on COVID protocols and currently not mandating a mask policy although some other schools are now mandating. Communication information has been sent out to parents along with a letter from Mr. Luxford. Other things in place include hand sanitizer. Question was if shielding remained in place noting it is in some areas, but not as much as last year. Current job openings were shared including middle school math teacher, custodian, paraprofessional, head baseball coach, MS girls track coach, assistant speech coach, and substitutes including teaching, paras, drivers, and food service. Iowa Department of Education denial decision for Western Christian request to become part of the Siouxland Conference was shared. GLR's conference affiliation was questioned for a possible future change noting if GLR changes conferences, Unity would likely become part of Siouxland Conference. If ever further considered, community meetings will be held. AHERA asbestos 3-year re-inspection agreement was presented. Open enrollment out request and FFA national convention request were presented. Allowable growth and supplement aid for negative SPED balance of \$5,183.99 was also presented for spending authority but no cash. Board resolution for Booster Club LCRF grant for softball and baseball field updates was presented noting the request is late for the LCRF application process. Discussion was held as to what the district may want to put towards the project for a match. Lloyd thanked Boosters for plan to support the district. Gifted and talented handbook was presented for approval.

Resignations were received from Tyler Glanzer, head baseball coach, and Dawn Arends, head custodian and buildings and grounds.

Recommendations for hire were presented for Lesleigh Noonkester, paraprofessional, Glee Wiersma, substitute para and office, Delores Krull, substitute cook, and Jesse Sternke, substitute teacher.

A motion to approve the classified substitute para and substitute food service pay increases as follows: starting food service substitute \$10.75/hour; starting substitute para wages at \$10.50/hour for non-

degree/non certified para, \$11.00/hour for Associate's Degree/certified para, and \$12.00/hour for Bachelor's Degree; substitutes who have served over 5 years consecutive subbing in the district wages of \$10.75 for non-degree/non-certified para, \$11.25 for Associate's Degree/certified para, and \$12.25 for Bachelor's Degree effective October 1, 2021 was made by Lloyd, seconded by Fugitt, and carried 4-0 with Netten abstaining. It was noted that substitutes do not receive benefits of paid leave or paid holidays as scheduled classified staff do when hours qualify.

A motion to approve the special education negative balance allowable growth request and supplemental aid for the deficit of \$5,183.99 was made by Netten, seconded by Lloyd, and carried 5-0.

A motion to approve the Board Resolution for the Mustangs Booster Club LCRF grant was made by Fugitt, seconded by Netten, and carried 5-0.

A motion to approve the consent agenda was made by Netten, seconded by Fugitt, and carried 5-0. Consent agenda included new starting wages: secretary \$12.75/hour; food service \$10.75/hour; para \$10.50/hour for non-degree/non-certified para, \$11.00/hour for Associate's Degree/certified para, and \$12.00/hour for Bachelor's Degree noting all paras are to be certified per the handbook. Additional staff increases of \$.75/hour for the following: paras (Kim Terhark, Wanda Wubbena, Hannah Engelkes, Heidi Borer, Pat Janssen, Kris VerSteeg, Karen Wibben, Sam Everhart, Josie Klingenberg, Julie VerSteeg, John Heyer, Spencer Carstensen); cooks (Linda Kannegieter, Rosalie Arends, Katie Sternke, Kimberley Medlin, and Tammie Drown); and secretaries (Darcy Hansmann, Crystal DeBoer). All wage increases effective October 1, 2021 noting wages will be reanalyzed in the spring with it noted that moving forward raises will be the yearly raises offered with the work agreements with the expectation to follow these ground rules moving forward with work agreements. AHERA Asbestos 3 year re-inspection contract for \$900, open enrollment out application, FFA national convention request, and 2021-22 gifted and talented handbook were also included on the consent agenda. Resignations were approved in consent agenda for Tyler Glanzer, head baseball coach, and Dawn Arends, head custodian and buildings and grounds. Recommendations for hire were approved for Lesleigh Noonkester, paraprofessional at \$10.50/hour new wage rate; Glee Wiersma, substitute para and office at \$10.75/hour new wage; Delores Krull, substitute cook at \$10.75/hour new wage, and Jesse Sternke, substitute teacher.

A motion to enter closed session per Section 21.5 (1)(i) of the Open Meetings Law to evaluate the professional competencies of individuals for the superintendent quarterly review was made at 6:45 pm by Netten, seconded by Lloyd. A roll call vote was taken with Sprock, Lloyd, Landis, Fugitt, and Netten all ayes, no nays, motion carried.

A motion to return to open session at 7:50 pm was made by Fugitt, seconded by Netten. Roll call vote was taken with Sprock, Lloyd, Landis, Fugitt, and Netten all ayes, no nays, motion carried.

A motion to adjourn at 7:50 pm was made by Netten, seconded by Lloyd, and carried 5-0.