

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for regular session on Tuesday, October 19, 2021 in the music room in the GLR elementary building in Little Rock. 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 CFE and Coop Energy for patronage dividends received. Sudenga Industries was recognized for assistance with transporting the softball field lights. Luxford also recognized Security Savings Bank and Frontier Bank for their partnerships in providing fruit and drinks for all participants at the Mustang hosted cross country meet.

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

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

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

A motion to approve the financial reports was made by Netten, seconded by Sprock, and carried 5-0. Netten requested the plan for the lunch program balance with Luxford stating updates are being considered for the kitchen including possibly updating tables and freezers. Discussion of the walk-in coolers was held with clarification given that walk-in freezers can not be paid from the lunch program as it is part of facilities so would need to use PPEL or SAVE/LOST funds instead of lunch fund.

Superintendent Luxford shared the IASB communication highlighting the boardmanship awards and updates and membership portal noting more board involvement is needed. Landis requested what the involvement entails with Luxford stating it would be recognizing GLR celebrations with examples given of realignment, improved test scores, and increased enrollment for board recognition. Luxford reported mental health was a big portion of Northwestern College conference attended by GLR leadership of Aeikens, Glanzer, Johnson, and Luxford. Mental health was also reported as a new ISFLIC conference track for learning too. The ECF funding decision letter was shared from the district application submitted earlier this fall for \$158,000 being awarded for upgrading the district student 1:1 devices with 400 new student chrome books, licenses, and accessories awarded. Question was if it goes out to bid now with Luxford stating it did not go out to bid. Clarification was given that it was sent out for bid and the bid was submitted earlier this fall with the ECF application noting the quote chosen was the company who also assisted with the application process. It was stated that the bid form was not utilized as in the past but was told bids were requested by Lupkes with some vendors not responding. Delivery will be expected soon after board approval. Plan for old chrome books was questioned by the board with Luxford stating they will be kept for taxpayers.

Principal Glanzer reported the new art room windows are installed and getting the room ready. He also shared the juniors participated in the NCC career day, middle school fundraiser kickoff, parent teacher

conferences prep, end of first quarter, and the leadership conference had good information and speakers. Activities report shared volleyball ended their season, cross country district meet being held along with football first round home playoff game, mass band performance at the football game, upcoming fall play, and middle school basketball starting soon.

Principal Aeikens thanked the George and Little Rock fire departments for their time during fire safety week and recognized lunch workers for national lunch week estimating 100 guests were served during the week. Aeikens shared report cards will be coming soon, preschool family night literacy being held in the elementary this week and in George in the spring, and the elementary fundraiser kick off. Red ribbon week dress up days will be held at both buildings next week, and parent teacher conferences and book fairs will be held the same nights. District leadership teams (DLT) will meet this week and review ISASPs and FAST data for trends and patterns. Elementary building 3rd floor windows bid is being presented due to Pella discontinuing the tan color used on the trim. If ever decide to do 3rd floor, same colors would not be available. Parent teacher conferences will be organized the same as in past, but parents do have opportunity to meet with all teachers. Principal Glanzer shared the format is a good reflective time for kids with teachers. Online sign-ups will be sent for conferences.

Luxford reported on the daycare project having met with daycare board members noting hallway door must be different than original plan. Jeff Kruger will be contractor with materials needing to be in by November for the daycare grant. Daycare and fitness center entrance proposal was shared for the west side of the building for ease with drop off and fitness center to avoid activities and parking issues. Kary and Judd from the daycare like the plan. Current technology room being considered to have corridor on north side of tech room with walk door to fitness center and daycare from a west entrance similar to central office canopy entrance noting one hallway will lead to the other hallway with seating before fitness center door. Superintendent office possibly eventually moved for a fitness center expansion. Landis stated it is worth exploring and has merit but questioned if weight room committee has met to identify pros and cons. Where lines up with street was questioned with Luxford sharing south of the street corner with possible considerations of drive around for a drop off or even a small parking lot. Separation door will be in the middle of the hallway. Landis questioned the timeline with Luxford sharing this was just brought to his attention by the daycare in the last couple weeks for materials needing to be purchased in November.

Luxford shared softball lights update with 6 lights being installed on the softball field with engineer costs anticipated about \$2000. Luxford shared project should be completed in the next 2 weeks with DGR, Mitchell Huss, cement contractor arranged by Mitchell Huss after local declined, MD Electric, and crane from Matlock with goal to have up this fall with 2 poles behind each backstop. Luxford shared lights were considered in 2003 and 2014, but it will be completed in fall of 2021. Poles are higher than needed so will be cut down to 67' above cement for 70' lift capability for replacing lights. It was confirmed that with the light locations access for walking behind the field will still be available. Holes for poles will be 10' deep with concrete and a cage to withstand 115 mph winds.

Elementary window bids were presented covering all the remaining windows in the elementary building in Little Rock. First bid was phase 3 to continue the windows on the playground side for \$37,301.28 noting they have already been ordered. Second bid was obtained to consider adding the 3rd floor windows for an additional \$99,876.00 to complete all windows in the elementary building including replacing windows boarded up. Aeikens shared the windows were boarded up by the new fire escape as recommended for fire code. If window within 10 feet of fire escape, windows need to be fire-rated for 1 hour. Discussion was held if new windows quote was for fire-rated windows which Aeikens will check to confirm. Phase 3 playground windows and 3rd floor window bids came to total of \$137,177.28. It was

confirmed that the total completes all windows in the elementary. Sprock questioned if foresee using the 3rd floor. Luxford shared that will be coming up soon as considering having additional classrooms in the elementary building. Wood steps to go up to roof was discussed noting it is unusable for students. Discussion was held that further updates are needed for 3rd floor, while 2nd floor is good, but bathrooms could use a facelift. Department of Education facility planning and competitive bid process was shared in packet. After discussion, board felt to just leave windows currently boarded as is. Another estimate will be sought for not replacing the boarded-up windows. Aeikens shared they will stop making the current color this month and discontinuing the current tan and gray colors. Question was asked if another similar tan option will be offered. Aeikens will try to get another estimate and check on colors for a possible special meeting with the Wednesday work session next week if 3rd floor windows rebid received in time. November 10 facility meeting will discuss long term plans for facility updating.

Luxford shared updates from financial services personnel committee meeting on October 6 noting Susue Cortez pay adjustment proposed for increase of \$.75 effective October 1 with Luxford stating it was the only one missed with pay adjustments. Audit update was shared with PTA and After Prom account signers having met with the auditors noting their accounts are under the district EIN but without district control and meeting requirements of public purpose and state requirements for all district expenditures. After prom account signers reported the account has recently been closed from the district EIN. PTA account signers have emailed they currently are spending some funds and will then turn control over to the district. During discussions with the account signers, it was confirmed with the auditor that PTA expenditures in the past would meet requirements of public purpose and state requirements. Bonestroo shared once funds are received from the PTA signers, she will then present to the board for deposit approval with anticipation to going to the activity promotions account. Auditors gave organizations options to establish own EIN, go under another organization, or turn over the funds to the district and had deadline of September to be completed. It could result in a district audit finding as deadline was not met. All expenditures will then need to meet requirements and approval process. Bonestroo reported this has been long going since her first year when it was addressed by previous auditor and previous superintendents with the account signers at the time.

Luxford reported ESSER funding is available until 2023 noting need to spend wisely. Bonestroo recommended awareness of single audit threshold with the recent ECF funding and federal funds for lunch program this year to save ESSER for the following year and have a plan. Luxford shared he was looking at using ESSER funds instead of PPEL funds for some items with caution now being taken noting other districts having spending authority issues. Plan was discussed with Bonestroo stressing need to have the ESSER plan on the website in order for her to submit the quarterly reimbursement claims due soon to receive the funding with expenditures already paid. It was questioned what the plan needed to include if what spending money on and when with Luxford sharing ESSER plan needs to include when using the money. It was again stressed that the money is already spent and then a reimbursement is requested, but the plan needs to be finalized and posted in order to submit for the reimbursement to receive the funding. Future planning needs to be determined for spring budget. Netten confirmed you want to prevent the single audit threshold as more in depth audit and more expensive audit. Timing and plan for spending is important and needed. Anything over \$5000 in ESSER expenditures needs to submit an application for approval from the state. Curriculum is first focus for ESSER funding with requirement of portion of ESSER funds required to address learning loss. Awareness needs to be to spend funds within the same year as received as the key or it impacts spending authority.

Discussion was held regarding expanded LCRF expenditure uses with committee already having approved for 2020-21 expenditures with so much normally run through LCRF now running through

ESSA and ESSER noting curriculum as an example. Progress is being made on LCRF fund balance and approved plan has been followed. Expanded expenditure category examples were shared by Bonestroo. Landis reported nothing is mandated as to what the district has to do with funds. Discussion was held what LCRF wants to see as a balance and to do some project each year with LCRF funds for recognition. It was questioned if Booster Club will be resubmitting LCRF grant. Superintendent Luxford presented still awaiting if Booster Club resolution needs to be approved pending if application being resubmitted, chrome books bid submitted with ECF application, automatic building controls agreement, and Lil' Mustangs Daycare bus transportation request.

Glanzer shared enrollment numbers sharing district is up 26 kids. Grade enrollment and open enrollment breakdowns were also shared. Netten noted consistently seeing increasing open enrollment out with 57 open enrolled out and 4 open enrolled in and is still a concern as we are going the wrong direction. Increasing open enrollment costs are a concern. District will celebrate the 26, but recognize we still have work to do with open enrollment concerns and keeping our students. Open enrollment needs to remain a priority and focus as majority are elementary age students seeing a long-term district effect. Luxford asked what can be done about open enrollment and asked what the district is missing. Culture needs to be considered as to why and how to combat and discuss what makes other districts more attractive and noting some are entering districts where enrollment numbers are decreasing and some are for convenience. Discussion was held regarding evaluating learning experiences, grades, and classes offered. Luxford shared most open enrollments were reported as bullying and harassment at the elementary level with some very legitimate but expressed concerns if legitimate concerns for all. Honest answers are needed to truly address and improve the district whether true or not. Discussion was held that if bullying and harassment is an issue, we need to find out more facts and examples to address the issues and communicate well and take it seriously to eliminate the issues or at least do what we can. Question was if other districts are addressing differently, and we need to take more seriously than anyone else. Enrollment increase was questioned if daycare is having an impact. Luxford shared doesn't believe at this point daycare makes a difference yet but believes it will in the future.

Scheduled policy reviews were presented for Policy 100.00 Legal Status of the School District, Policy 101.00 Education Philosophy of the School District, Policy 101.01 Mission and Belief Statements, Policy 101.02 Lifelong Learning Goals, Policy 102.00 Equal Educational Opportunity, Policy 102.E2 Continuous Notice of Nondiscrimination, Policy 102.E3 Section 504 Student and Parental Rights, Section 102.E4 Discrimination Complaint Form, Policy 102.E5 Witness Disclosure Form, Policy 102.E6 Disposition of Complaint Form, Policy 103.R1 Long-Range Needs Assessment, Policy 104.E1 Discrimination, Anti-Bullying, and Anti-Harassment Complaint Form, Policy 104.E2 Witness Disclosure Form, Policy 104.E3 Disposition of Complaint Form. First reading waiving the second readings were presented for Policy 102.E1 Annual Notice of Nondiscrimination, Policy 102.R1 Grievance Procedure, Policy 103.00 Long Range Needs Assessment, Policy 104.00 Anti-Bullying/Harassment, Policy 104.R1 Anti-Bullying/Anti-Harassment Investigation Procedures, Policy 105.00 Assistance Animals, Policy 106.00 Discrimination and Harassment Based on Sex Prohibited.

Job descriptions for associate/paraprofessional and custodian/maintenance building and grounds were presented for updates and approval with clarifications given for changes including discipline handled by teacher and principals with paras assisting students and teachers and maintenance to include snow removal and mowing as noted.

Resignations were presented for Kelly Weiler, head softball coach; Connie Jansma, assistant softball coach; and Lesleigh Noonkester, paraprofessional.

Recommendations for hire were presented for Kaitlyn Dickmann, full-time custodian/maintenance buildings and grounds; Suzan Wellendorf, substitute teacher; Bryan Paulson, head baseball coach. Lloyd questioned if terms were agreed upon for custodian rate with Luxford confirming wages were agreed upon when met and discussed with further review in the spring.

A motion to pull consent agenda 3rd floor elementary windows bid was made by Lloyd, seconded by Fugitt, and carried 5-0. A rebid will be presented at an upcoming meeting.

A motion to approve the elementary window bid for \$37,301.28 for phase 3 of window playground side project was made by Fugitt, seconded by Netten, and carried 5-0.

A motion to approve the consent agenda was made by Netten, seconded by Lloyd, and carried 5-0. Consent agenda included Susue Cortez \$.75/hour wage increase effective October 1; LCRF expanded uses; chrome books bid for ECF funding to VAROps Red 8 for \$158,000; Automatic Building Controls agreement for fire alarm checks for September 2022 for \$2610; Lil' Mustangs Daycare transportation request for use of school bus for field trip with daycare paying for gas and wages and benefits of driver for the trip; scheduled policy reviews as presented, first reading waiving the second readings of policies as presented; associate/paraprofessional job description; custodian/maintenance – building and grounds job description; resignations from Kelly Weiler, Connie Jansma, and Lesleigh Noonkester; recommendations for hire for Kaitlyn Dickmann at \$14.50 per hour 40 hours/week with health insurance contribution of \$7007 per year pro-rated, LTD, and life insurance with 260 days schedule, Suzan Wellendorf, substitute teacher, and Bryan Paulson, head baseball coach at \$3,998.

A motion to adjourn at 7:05 pm was made by Fugitt, seconded by Lloyd, and carried 5-0.