

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular business meeting on Monday, March 21, 2022 in the superintendent office in the GLR administrative building in George. 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, Andrea Johnson, Jason Fugitt, and Austin Lloyd. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal Karie Aeikens, Principal Tyler Glanzer, and guests Valecia West, Darcy Hansmann, Auditor Laurie Siegel, and Consulting Engineer Norm DeWitt.

A quorum was established. No public comment forms were received and no comments made.

Superintendent Luxford recognized individual all-state speech nominations for Brandon Van Briesen, Shealyn Denekas, Kennedy London, William Hellenga, Sydney Bender, Lexi Landis, and recognized their Coach Mrs. Sandbulte for her work.

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

Laurie Siegel from King, Reinsch, Prosser, and Co. presented the 2020-2021 audit sharing no concerns with financial statements fairly presented. All government funds together and separate fund level breakdowns were shared. Fund level income statement for general fund balance is recommended to have at least enough to pay 2-3 months of general operating fund expenditures estimating at \$430,000 per month with GLR in a good position with about 5 ¼ months balance and also noted spending authority is in a good position. FFA Farm and lunch funds were reminded that they run like a business and are each self-supporting. Free lunches and breakfasts due to the federal funding have put nutrition fund balance able to update equipment and purchase extras not normally possible. Capital funds are also in a good position with improvements made and planned. Summaries included noting the increase in federal COVID funding, IPERS liability for GASB reporting noting a year behind with actuarial analysis and sharing sensitivity analysis used, medical liabilities for retirees, added long-term assets over last couple years with realignment, tax abatements, and categorical or restricted funding. New presentation for leases will begin next year. Budget to actual analysis noted we are well within our budget commending Cathy for awareness and making amendment if needed.

Student activity fund was stressed as an extreme emphasis for Department of Education and state auditor and often a source of confusion. Activity funds are not owned by teams or classes, but are district funds. They are tracked by separate accounts, but are all district funds. Fundraised dollars are also a source of confusion and a reminder was given that the board must determine all expenditures in the district meet public purpose therefore limiting what funds can be spent on and cannot be given back to individuals. Fundraising needs to be clearly stated for what the funds will support. Example was given that when a class graduates the district money within that activity fund account will sometimes carryover for about a year for possible outstanding expenditures after June closure and then money is transferred within activities to cover other deficits. Within the activity fund, account funds are interchangeable and are able to be transferred to cover other deficit activity accounts, but all district money and expenditures are responsibility of the board to approve for public purpose. Board's job is to determine public purpose and ensure that it is not for the benefit of "a" student, but open to all. No scholarships, gifts, trips, flowers, etc. are to be given and all activities accounts within the student activity fund must be tied to a true student activity and are not for faculty, library, scholarships, etc. A few accounts will need to change before the end of the year. An example given from another district was trip fundraising with parents wanting money refunded to students which does not meet public purpose. Discussion was held with another reminder given that money within accounts are not "their" money, but district funds. District has

done a good job with controlling fundraising. Purpose for each fundraiser must also be clear. Summary of internal controls of audit had 1 finding which was downgraded from previous year to significant deficiency sharing the accounting manual and processes established and improvements made during the year with business managers doing a lot. Additional internal controls are in place as needed with the accounting manual and district procedures for no finding expected next year.

Norm DeWitt with Associated Consulting Engineering presented the possible HVAC project proposals for the high school and elementary buildings from Tom and Cathy's request of an overview of the systems in the MS/HS in George and elementary in Little Rock. HS building general systems such as windows, structural, plumbing, etc. were not reviewed, just the HVAC system. HS still using steam boilers estimating 15-18 years old and are in good shape but they are steam making it tougher operationally and constant management is needed. Air conditioning is provided by split systems. Original building ventilation system is air through tunnel system and at the end of its life. Newer portion of auditorium and gym air handlers are tied to steam conversions but have their own condensing units and are in good shape and functioning well. Elementary building uses steam boilers and old original steam equipment still functioning for the majority of the heat for the building estimating 50-60 years old. No ventilation in building which is still allowed in code. Air is through split systems.

Recommendations for elementary is combo air handlers and VAV but a lot more building investigating is needed estimating \$1.1-1.3 million for retrofitting. Electrical system should be large enough with some modifications to handle new items. Recommendations for high school is hot water boilers and distribution of air handlers around building and VAV for each classroom to have their own capabilities to heat or cool estimating \$1.70-2 million. Electrical work with service adequate but old panels recommended for upgrade, sprinkler system, and general construction added brings it to \$2-2.5 million.

Condensing units in newer gym area were discussed with possible chiller recommended likely with 4-5 air handlers for longevity either now or in the future. Piping would be analyzed and reused if in good condition. Estimate includes replacing if needed. Water treatment often determines the piping and steel condition from corroding. Efficiency estimated to increase 8-10%. Current steam boilers are 78-79% efficient. Proposed boilers 87-88% efficient but not condensing yet. Condensing technology has more maintenance but can improve efficiency to 93% but end up spending more in maintenance noting not best track record for higher efficiencies. Replace entire system if move to higher efficiency. Work in summer was questioned with needing to stage over 2 summers if plan both buildings with phase 1 and phase 2 unless split up between contractors. Summer of 2023 is the proposed start with some things able to be done while students are still in school.

District goal was shared to reduce general fund expenditures in the future focusing on efficiencies to be able to support students and staff. Hybrid system for geothermal was questioned with more money needed upfront. A couple hundred vertical wells estimated at \$2500 each sharing significant number of hybrid geothermal installed giving the ability to select which way to heat giving example of 80% geothermal heating only using 50% capacity noting rarely at full capacity. Dependent on gas and electrical costs ability to select which system to use is a benefit. When asked for a ballpark estimate of hybrid option, it would be around 10% more of the other bid as can reduce boilers. Property for well placement was discussed as can go horizontal or vertical recommending within 100 yards of the building. Air conditioning side comes with heat pump and reduces chiller and one boiler and ability to use that money to buy heat pump and some wells. Large central heat pump piece that each chiller has hot and cold side versus compressors in each classroom. Coldest days and hottest days would need to run both sides. More complicated system with temperature control company needed. Maintenance costs higher with heat pump over long haul as boilers less costly to maintain. Solar consideration was also discussed. Question was asked if in long range admin building upgrade to geothermal would ever be a possibility

which it could. Hybrid efficiency was also questioned with electrical and gas costs provided in the future for analysis.

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

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

A motion to approve the financial reports was made by Fugitt, seconded by Johnson, and carried 5-0.

Superintendent Luxford reported on Iowa Association of School Board 2021 graduation rates average of 90.2%; legislative updates noting HF2505, SF2128, SF2356; GLR 2021 graduation rates at 90.63% and 2020 at 96.55% with district drop out also shared of 4 in 2020-2021 in multiple grades. Discussion was held on the drop outs and typical indicators.

Principal Aeikens reported on parent teacher conferences and beginning of 4th quarter with ISAPS in 2 weeks on paper form. FFA kids are talking to elementary about farm safety day. Clover kids through ISU extension estimating 20 kids meet once a month. State introducing new system for SPED and IEPs and starting new training on ACHIEVE system with live parent access for data. Pass, dribble, shoot will be April 7. Preschool sign-up is now open with packets sent home to 4-year old families. Kindergarten roundup will be held April 6 for all preschoolers and TK students.

Principal Glanzer reported on Day of Great Expectations with all 6th-12th students seeing panel discussion plus first session, 3 breakout sessions with all students assigned a place to go, and sessions 2 and 3 gave students choices to select with 6 different options. Chuck Sjogren, Kris Hupke, Jillian DeBoer, Jennifer Demke, and Amy Atkin were guest panelists. Afternoon was used to worked on passion projects similar to former Genius Week. JMC message is out about awards night not on calendar due to baseball and golf season changes so awards night will be added same night of concert with concert at 6:30 followed by awards night. ISAPS will be April 5 and 7 with 8th graders and sophomores also testing on Wednesday of that week. Behavior system with GLR values and staff behavior matrix normal rules and expectations within GLR values of be safe, be respectful, be responsible have been professional development focus. Live reporting system with google form to Principal Glanzer working well for behaviors.

Glanzer reported on activities with individual speech and large group speech closing a great season. March 28 UNI for all-state speech, USD Jazz Festival March 22, Swing Show April 1 and 2, high school track and golf has started, and MS track starts March 21. Landis recognized the big deal of the number of students attending all-state speech being much bigger than neighboring and much bigger schools. Future training working with Brenda for sustainability of the speech program was recommended.

Board sub-committee report updates were given. Facilities committee shared HVAC project is the main focus. New commons roof, stage curtains in auditorium for LCRF project, staff computers, and auditorium carpet bid change order were presented. It was noted we are prioritizing where we are at and need to be aware of less projects in the future to fund the HVAC system. Stage curtains were discussed with Luxford sharing possible red and black colors with it recommended to discuss with Brenda and experts for colors and Glanzer sharing color of chairs awareness. Financial services committee meeting was rescheduled. Program sharing meetings with Central Lyon will be held March 31 with Boyden-Hull date still needed. Operational sharing meeting is still needed. SIAC meeting discussed updates from principals, learning goals, committee work with district leadership team, teacher leadership team, national honor society, and social and emotional support.

Conference affiliation was discussed for moving from Siouxland Conference to War Eagle Conference noting it will be discussed at length over the next few months. Focus groups and more communication is needed. Seeing wide array of for and against and need to understand all sides regardless of decision.

Situations for every sport if hypothetically would happen and the impact with facts given on all sides is needed. Fear of losing kids over conference affiliation was expressed. Owe real conversation and timing and deadline to consider for possibility of making a move. Siouland Conference by-laws state notice to leave at least a year before the start of the school year with some exceptions. Gather information and extensively communicate to community and stakeholders versus speculating. Be open and honest and sharing the facts is necessary. Clarification of facts with presentation for estimation of increased costs such as busing, conference fees, classes left earlier due to longer road trips and how often, and revenues impact is needed. Convey to community what has been brought to the board. Sport by sport ramifications also needed.

Restructuring grade alignment was discussed for moving 6th grade to Little Rock and having elementary in Little Rock as a TK-6 and middle school and high school in George as a 7-12 building. Pros and cons were presented by Luxford along with notes from additional discussions. Luxford shared pros of aligning with state reporting and assisting with staffing and space issues at the middle school and high school level. Cons are another grade of students to bus over for additional bus and driver needed and community kickback. Additional discussion notes presented were adding a permanent staff position without the middle school rotation, no 6th grade exploratory classes, transparency and integrity after denying discussions, if enough room in day for art and music teachers, current middle school staffing openings and if they would continue as full-time, and furniture and possible room updates needed at elementary. Principal Glanzer shared additional concerns for future retirements and setting up the building for future needs. Biggest issues are language arts and social studies positions with 4 and 5 sections in past and now 6 sections with required 2 classes for MS and social studies with PE split with teachers. Moving allows social studies to do what currently are doing with Hamilton and freeing up Luenberger for one more period for HS PE. This would also bring back integrated math class and solve science classroom space issues. Realigned with 4 sections of MS and not considered if got back to 6 sections as we will be for scheduling. Glanzer shared board subcommittee meetings discussed some natural separation between MS and HS and impossible to separate 6th grade with HS kids for another rationale. Aeikens shared logistically not possible for 6 sections which would result in class of 34 combined. FAST testing reporting is based on TK-6th grade so dinged with MS only at 6th grade, so smaller pool and can create more issues with comprehensive list. Every school is different with classifications of MS grades. Good to tweak if best for kids was stated. Teachers qualified to teach 7-12 with licenses, but easier to shift elementary as qualified for any class making hiring also easier at the elementary. More stability for middle school and high school building will be created with 2 sections forever and no additional staffing needs.

Landis expressed need for presenting rationales to the communities and the late timing of March and April. Board shared community discussions needed with focus for smaller class sizes and hiring issues. Communication is needed to community patrons noting a letter and video to understand and show all the rationales. Rationales need to be presented in better communication format with structured paragraphs as it is confusing as is. We would need to hire 2-6th grade teachers if approved. Lloyd expressed concern of integrity of the board with idea laughed at of moving 6th grade in previous board meetings and stressing to have in minutes that it was not discussed. Sprock stated frustrated and felt misled being told it was just a rumor. Johnson asked if it was previously discussed or even a thought. Luxford denied restructuring was previously a thought or discussed. Luxford said restructuring was questioned within district with 3rd floor windows and referred to Glanzer and Aeikens for confirmation. Aeikens stated it was questioned when 3rd floor windows were presented which was due to color change and not being available in the future. Board noted being honest is a concern and not appreciate bad showman and blind-sided by comments. Aeikens shared with 6th grade middle school exploratory classes would be lost, focus would be on 6th grade rotations with mini block sections for social skills, technology, online safety, social media, and self-regulation. Sprock shared more buses or bigger bus to Little Rock would be a need and Luxford shared it was discussed. It was questioned if realignment vote could be added to board meeting tonight with

Bonestroo sharing it could not as was not on the approved and posted agenda for action as told would just be discussion with no action in agenda preparation. Further discussions are needed with potential to add to April 13 special board meeting with Landis commenting forethought is needed in getting this shared with the public. Pros and cons need to all be identified.

Superintendent Luxford presented UNI and Morningside teaching agreements; AEA purchasing agreement; liaison juvenile courts contract renewal; health insurance plan options; health insurance district contributions; 2021-2022 amended shared building and grounds agreement with Sibley-Ocheyedan; 8th grade field trip request to Omaha; open enrollment in requests; teacher retention bonus for staff member missing the deadline; signing bonus for math position due to the difficulty filling the position; 2022-2023 Premier Network service contract; and LCRF internal grants requests presented for Lissa Harson, Valecia West, Jeff Kruger, Shannon Klooster, Kristi Donaker, Frances Burd, Jessie Rens, Alan Holloway, Dan Helkenn, Bryan Paulson, Kim Dykstra, Amanda Storm, Brian Luenberger, Russ VerBurg, Tim Mauldin, Shari Kruse, Stacie VerSteege, Michelle McDowell, Tyler Glanzer, Jessica Lunde, and Mac McDowell.

Recommendations for hire of April Burgardt, substitute teacher; Seth Oetken, substitute teacher pending substitute authorization and background check; Reid Geerdes, assistant golf coach; Seth Oetken, 2022-2023 math teacher; and Miranda Dreesen, 2022-2023 Vo-Ag and FFA advisor.

Scheduled policy reviews were held for Policy 605.02 Instructional Materials Inspection, 605.04 Technology and Instructional Materials, 605.05 School Library, and 803.01 Disposition of Obsolete Equipment. First readings recommending waiving the second reading were presented for Policy 605.01 Instructional Materials Selection, 605.01R1 Selection of Instructional Materials, 605.03 Objection to Instructional Materials, 605.03R1 Reconsideration of Instructional Materials, 605.03E1 Instructions to the Reconsideration Committee, 605.03E2 Reconsideration of Instructional Materials Request Form, 605.03E3 Sample Letter to Individual Challenging Instructional Materials, 605.07 Use of Information Resources, 605.07R1 Use of Information Resources Regulation, 705.04 Expenditures for a Public Purpose, and 705.04R1 Use of Public Funds Regulation.

A motion to approve the consent agenda was made by Fugitt, seconded by Johnson, and carried 5-0. Consent agenda included approval of 2020-2021 audit, new commons roof bid to McDonald Roofing for \$43,295; stage curtains bid for LCRF project to Scholastic Equipment Co for \$25,100 for replacement, delivery, installation, and taking down of existing curtains; staff computers bid to CompuCycle for \$13,770; bid increase so change order for auditorium carpeting of an increase of \$725.48 to Manitou Carpets; 2022-2023 UNI cooperative agreement; 2022-2023 Morningside University cooperative agreement; 2022-2023 AEA purchasing agreement; 2022-2023 liaison juvenile courts contract renewal; 2022-2023 health insurance plan options with new vision plan and additional dental plan; 2022-2023 health insurance district contributions broken down for each job structure and same as previous year; 2021-2022 amended shared building and grounds agreement with Sibley-Ocheyedan; field trip request to Omaha; open enrollment in applications; teacher retention bonus for staff member missing deadline; signing bonus for 2022-2023 math position; 2022-2023 Premier Network Solutions service contract; LCRF grant requests presented; recommendations for hire of April Burgardt, substitute teacher; Seth Oetken, substitute teacher pending substitute authorization and background check; Reid Geerdes, assistant golf coach at \$2952; Seth Oetken, 2022-2023 math teacher \$30,750 plus 2 year sign-on bonus of \$1000/year pending licensure and background checks; and Miranda Dreesen, 2022-2023 Vo-Ag and FFA advisor recognizing 2 years of experience and 20 day extended contract for \$36,750; policy scheduled reviews for 605.02 Instructional Materials Inspection, 605.04 Technology and Instructional Materials, 605.05 School Library, and 803.01 Disposition of Obsolete Equipment; first readings waiving the second reading for 605.01 Instructional Materials Selection, 605.01R1 Selection of Instructional Materials, 605.03 Objection to Instructional Materials, 605.03R1 Reconsideration of Instructional Materials,

605.03E1 Instructions to the Reconsideration Committee, 605.03E2 Reconsideration of Instructional Materials Request Form, 605.03E3 Sample Letter to Individual Challenging Instructional Materials, 605.07 Use of Information Resources, 605.07R1 Use of Information Resources Regulation, 705.04 Expenditures for a Public Purpose, and 705.04R1 Use of Public Funds Regulation.

Next board meeting will be a special meeting on April 13 in the administration building in George. April regular board meeting date was changed to April 20.

A motion to adjourn at 9:27 pm was made by Lloyd, seconded by Fugitt, and carried 5-0.