

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting on Monday, July 25, 2022 in the superintendent office in the GLR district central office building in George. President Austin Lloyd called the meeting to order at 5:33 pm. Board members present were Austin Lloyd, Andrew Sprock, Jason Fugitt, and Matt Mitchell. Andrea Johnson was unable to attend. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal Karie Aeikens, Principal/Activities Director Tyler Glanzer, and guests Sam Chase and Valecia West.

A quorum was established. No public comment was received.

Superintendent Luxford recognized Mrs. Sandbulte for the New York, Philadelphia, DC trip and the memories created. He also recognized the summer staff, particularly Aeikens and Glanzer, and those covering extra duties without custodians.

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

Sam Chase presented the EMC Insurance renewals noting the premium increases of about \$13,000. Property alone was up \$14,000 with building materials and labor increases in property coverage replacement cost value. The district is on a 5-year schedule for building reviews. Directors and officers coverage increased with statewide experience during COVID debate about masks and vaccines with potential to level out. Data compromise spiked in fraudulent activities and ransomware with larger increase to premium. GLR work comp rate experience mod improved with claims from .91 to .76 decrease which is good. Anything below 1.0 is a discounted rate with a premium decrease of about \$6000. Rates across the board is driven in Iowa by reinsurance and the wind issues and rates developed by risks. Rates now are a trickle down from derecho. Performance of group determines the dividend which will be zero. Luxford discussed multiple vehicle claim concerns. Rates were developed before the claims with exposure of the whole group so unsure of effect of claims. Sam was thanked for presenting and for sharing the anticipated rate increase information early during the district's budget process.

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

A motion to approve the financial bills was made by Sprock, seconded by Fugitt, and carried 4-0. Bonestroo noted June are preliminary numbers as bills for 2021-2022 can still come through August for posting back to June for fiscal year end closing and pending claims submitted and timing of payments. 2021-2022 financials are being reviewed and transfers made as needed for closing out the year and calculating LCRF additional expenditures. Annual reports for 2021-2022 fiscal year are coming due in September.

A motion to approve the financial reports was made by Fugitt, seconded by Mitchell, and carried 4-0. Anticipate increase in SPED deficit with increase in outsourcing and SPED open enrollment out bills just presented. Activity deficit preliminary numbers were shared of -\$39,822.33 with more invoices anticipated and booster club billing still being reviewed and prepared.

Superintendent Luxford shared the George Chamber of Commerce thank you from the Freedom Days celebration and public health COVID 19 guidelines noting potential return to learn plan may be needed with new strand coming through. If you don't feel good, people should be tested. Testing was discussed that it is needed at a facility and not provided on site at school. IASB communication from June 30

workshop was shared with an additional work session on August 1. Lloyd thanked everyone for the conversations held. IASB board briefs were shared noting the IASB convention participation with Luxford sharing August deadline for convention sign up. Legislative session changes to open enrollment were noted with removing of the open enrollment application deadline. Luxford noted activities has not changed for sitting out. Juvenile liaison contract change was shared. Lifescape rate increases were shared. TPRA consortium was discussed. Glanzer shared TPRA is a program to create incentive system for educators with students, potential paraprofessionals, and paraprofessionals to become teachers. Certified paras and bachelor's degree pilot programs with the TPRA consortium with GLR participating to access the grant money. MOC is the "gatekeeper" for the program with Glanzer having all the information for interest. Idea is to build programs to engage within the profession vs going through school and student teaching and deciding teaching isn't for them. GLR pre-service schedule was shared. Current GLR job openings were shared noting still need MS language arts, custodian/maintenance, potential paras, MS volleyball, MS girls basketball, head baseball, and head softball. Luxford shared possible 1 semester position candidate with potential hire in January from mid-year graduates for the MS language arts position.

Principal Aeikens shared she will attend the administrator conference. Summer school will be starting, new windows are in progress, gym and doors are painted, gym floor just finished, and final list of auction items will be shared with Luxford. Principal Glanzer shared building projects with carpet hopefully finished this week, stage curtains next week, cement project ADA compliance started today, gym floor also in process as lined up together, and credit recovery starting with 5 students. Activities report noted NY/DC trip, first day of dead week so no contact, and fall sports start August 8. Revised athletic sharing agreement is due to girls wrestling program.

Superintendent Luxford presented committee reports. Finance and personnel committee presented substitute handbook changes with increase to \$120/day substitute pay and time changes to 7:45-3:45 and noted the dress code needs to be followed for substitutes. Facility committee discussed summer projects, HVAC update considering geothermal increase of 8-12% with utility bills and analysis for payback still expected and encouraged full board special meeting in August, confirmation that MS/HS \$2.2-2.7 million with \$250,000 increase for geothermal and sprinklers \$250,000 extra. Elementary is \$1.5 – 1.9 million with \$108,000 hybrid increase, and \$150,000 sprinklers. Base numbers include building controls. Timeline for bids the next 2 months for following year project completion. Feasibility part is worth our time noting the firm was contracted. The Little Rock potential alleyway project north of the school was discussed with water that goes under the sidewalk at the school and across to the north into the alley with the city requesting the district contribute towards the costs due to water coming from the school. The alleyway is washing away across the street to the north so that lines are being exposed and filling storm sewers. District authority to spend was questioned with just the inlet or only what's on the school property. Luxford shared can contribute to it but IASB legal has some concerns as noted in the board packet correspondence. Luxford shared he and Lloyd discussed being good stewards but never discussed a dollar amount. City solution was questioned with inlet in street and lines through the alley. Drain on south and north side of the road were discussed. Pour their own intakes so costs unknown – around \$1000/intake with 2 on GLR side of the road were anticipated without a firm quote. \$2000 on GLR property was possibly presented from Lloyd. Partnership was discussed by Lloyd recognizing slippery slope of where it stops. Question is if it's in the road or school and done correctly to avoid liability issues. Need to be cautious as a district for all of the facilities. Focus should be on the intakes on our property and district should have a say as to how it is done if paying. If it is street, then not on the district at all. Null point if not on school property was noted. Lloyd discussed working with communities on both sides and doesn't want to give a flatline no and wants to show partnerships. City asked for half of

the entire project costs from the school. Discussion was held that everything on north side of the road is not for the district. If intake on property, then district could contribute. Luxford wanted full board present for discussion and decision. No operational sharing committee report was shared. Program sharing committee presented revised athletic sharing agreement with Central Lyon due to girls wrestling. State sets the season dates, but middle school has some say with anticipated MS wrestling to be able to play basketball. A lot of it comes down to finding a host and participants with likely all individual tournaments. General consensus was not to join with additional schools in order to make a girls team with additional coaches and additional practices for more flexibility for girls wrestling practices and MS football practices and games.

Superintendent Luxford presented recommended legislative priorities of standards and accountability, teacher leadership and development, labor and employment laws, and local accountability and decision-making. Educational concern of school choice and school funding and finance decisions, school safety plans with work needed with BOE and emergency responses and practices were also noted.

Conference affiliation discussion presented guest comment notes from the community forums with 37 in attendance in Little Rock and 70 in attendance in George. Luxford noted that financials were not always noted accurately in discussions and needs to be clarified and noted he has received some calls on it. Confusion was in regards to discussion of soccer with no relevance to discussion noted. It was also noted that football is not relevant as conference is a district item. Goal is to have an August meeting with potential vote and decision in September questioning if that gives enough time for Glanzer. Glanzer shared ultimately vote will be if allowed to go into another conference giving less time to get schedules ready. September is fine if enough timeframe. First official volleyball conference is September 12. Luxford shared he prefers action and vote in September for time to think and allow people to come share additional concerns or information at the August board meeting. The 2 avenues are 1) stay in Siouxland Conference, or 2) vote and then go to both conferences to accept with timeline of weeks. Activity directors and superintendents in area meet once a month. It was noted that other schools are believed to be looking at getting out of Siouxland Conference too. Fugitt questioned who makes recommendation or if board takes a vote. Luxford shared he makes recommendation for board action. Manner was addressed if mute point or if generic from board and discussion and vote if Luxford will make recommendation. All board members need to be in attendance for vote. Luxford shared Glanzer had said October is deadline which is his basis for September vote. Rational was understood for September vote. Allows fellow superintendents and ADs to discuss in their upcoming meetings. Glanzer asked what direction we are looking at with no response. It was noted it is a huge decision, and just want it to be done with the hope that everyone in our community has the information they need to have. Any imminent others making conference moves is good reason to delay. Conversations were held that larger schools are considering different conferences. Glanzer noted most homework done ahead of time and understands delaying but less time to get things finalized. It was noted that board is surprised that critics did not attend forums and have confronted board members questioning why we are even having the conversation.

2022-2023 coaches handbook and co-curricular code were presented. Evaluation piece of coaches evaluation was discussed. 2022-2023 daycare meal agreement was presented with changes as noted with district now providing main dish and grain only versus full lunch charging \$2.75 for students and adults. 2022-2023 adult lunch price was recommended for \$4.13 with free and reduced letter shared and encouraged with no free meals for everyone this year. Lyon County Health Services contract was presented for 2022-2023 with hours noted for each building. Public health involvement has been a great thing especially with the pandemic. Discussion of their services was held noting it includes reviewing health and emergency plans and medicaid billing information. Century Business eGoldFax service

agreement and copier lease and maintenance agreement were presented with tracking of copies made and costs and staff releasing copies at the printers for increased confidentiality. Luxford shared tilt skillet will arrive tomorrow with optional items presented for board to approve for a total of \$25,013.26. Overnight state event meal contribution is recommended to be tabled.

Classified employee was presented for termination. Resignation was received from Erin Robinson as MS volleyball, MS girls basketball, and head softball coach.

Recommendations for hire were presented for Dawn Gisolf, assistant volleyball; PT summer custodians of Samantha Everhart and Payton Mauldin. Mentor teachers were presented as Ben McCray, Stacie Ver Steeg, Kristi Donaker, Kim Dykstra, Tim Mauldin, Jessy Rens, Nyla Hellinga, Brian Luenberger, Amanda Storm, and Amy Lyon. Substitute teachers, substitute paras, and substitute food service lists were presented.

A motion to approve the consent agenda pulling activity deficit transfers and group state participation overnight event meal contribution was made by Fugitt, seconded by Sprock, and carried 4-0. Consent agenda items included EMC insurance renewal; 2022-2023 substitute handbook; 2022-2023 amended athletic sharing agreement with Central Lyon; IASB top 4 legislative priorities of standards and accountability, teacher leadership and development, labor and employment laws, local accountability and decision making; 2022-2023 coaching handbook, 2022-2023 co-curricular code; 2022-2023 daycare meal agreement, 2022-2023 adult lunch price at \$4.13; 2022-2023 Health Services of Lyon County contract, Century Business eGoldFax service agreement, Century Business copier lease and maintenance agreement; tilt skillet bid change adding the options of \$1664.92 to the original bid presented for a new total of \$25,013.26; termination of classified staff; resignation from Erin Robinson as head softball, MS volleyball, and MS basketball; recommendations for hire of Dawn Gisolf, assistant volleyball coach at \$2829; Sam Everhart, part-time summer custodian at \$10.00/hour with 10-15 hours/week; Payton Mauldin, part-time summer custodian at \$10.00/hour with 20-25 hours/week; mentor contracts of \$1500 for Ben McCray, Stacie Ver Steeg, Kristi Donaker, Kim Dykstra, Tim Mauldin, Jessy Rens, Nyla Hellinga, Brian Luenberger, Amanda Storm, and Amy Lyon; substitute teachers of Kim Chadwick, Renae Groen, Randy Meester, Sandra Peters, Dwayne Postma, Mark Swartz, Pat Verrips, and Steve Weier; substitute teachers limited to allowance of sub authorization of Julie VerSteeg (pending authorization), Lexi Olivera, Tammy Groen, Tara Scholten Tilstra, Bryan Anderson, Rachel Anderson, Hannah Engelkes, Jill Netten, Paul Van Briesen, April Burgardt/Rosenboom, Jesse Sternke, and Suzan Wellendorf; substitute paras at \$11.50/hour of Karissa Harms, Parker Netten, Katie Olson, Diane Peters, Alexis Hengeveld; substitute paras with 5 years of consecutive service at \$11.75/hour of LeAnn Gerken, Sherri Molitor; substitute paras with associates degree or certified para at \$12.00/hour Hannah Engelkes, Jill Netten; substitute paras with Bachelor's Degree at \$13.00/hour of Rachel Anderson, Tammy Groen, Sandra Peters, Paul Van Briesen, Julie VerSteeg; substitute food service at \$11.75/hour of LeAnn Gerken, Marlene Ellrich, Kristin Grave, Diane Peters, Delores Krull, and Arlan Arends.

A motion to table activity deficit transfers and group state participation overnight event meal contribution was made by Sprock, seconded by Fugitt, and carried 4-0.

A motion to adjourn at 7:35 pm was made by Mitchell, seconded by Sprock, and carried 4-0.