

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting on Monday, September 19, 2022 in the superintendent office in the GLR central office building in George. President Austin Lloyd called the meeting to order at 5:28 pm with the Pledge of Allegiance. Board members present were Austin Lloyd, Andrea Johnson, Andrew Sprock, Jason Fugitt and Matt Mitchell. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal Karie Aeikens, Principal/Activities Director Tyler Glanzer, and guests Nyla Hellinga, Reid Geerdes, Norm DeWit, and Damon DeWit.

A quorum was established. No citizens submitted paperwork to address the board, therefore no public comment was received.

Superintendent Luxford referred recognition to principals later in the agenda to avoid duplication.

A motion to adopt the agenda with an additional open enrollment application was made by Mitchell, seconded by Fugitt, and carried 5-0.

Norm and Damon DeWit addressed the board regarding the HVAC proposal. Project fee proposal with proposed engineering fees were presented for \$122,500 for the elementary adding sprinkler of \$10,500 and middle school/high school fee of \$192,500 adding sprinkler of \$19,250. Conceptual budgets anticipated were noted as \$2,750,000 including hybrid geothermal adding sprinkler at \$275,000 for the MS/HS project and \$1,750,000 including hybrid geothermal adding sprinkler for \$150,000 for the elementary project. A walk through was conducted of both buildings with decisions needed regarding the sprinkler system. Conceptual drawings will be made with reviews brought back to the board.

Government incentives are available for geothermal and ICE storage with more research still needed but indications of 30% direct payment to tax exempt entities. Cap was questioned with nothing being seen to date. Incentives appear to be limited to physical plant such as chiller, ice storage, well fields, and pumps with air handlers not appearing to be included. Heat pump would be a central heat pump. Incentives believed to end in 2034. They are not sure how funds are applied for within the reduction act. Ice storage chillers run at night at low temperature to build ice in tanks melting during the day with chillers off during the day offsetting the load to nighttime usage with typical 150-200 kw at about \$20 per kw over \$4000 in just demand charges. Chiller typically smaller and \$30-40K cheaper which can go to ice storage tanks. Ice is good economic choice. Ice payback for another district was 3.5 years for the ice portion on the chiller which included the 30% rebate. Tank costs are offset with smaller chiller costs. They still need to work with utilities to determine flexibility. Walk through will confirm estimates and put concept drawings together with final decision needed for direction. Actual process of incentives was questioned to definitively know application for incentives. Intent of legislation is tax credits, some allow selling to contractor and they can use them, but actually a portion allows for direct government payments which was not in previous programs. Advice was do not sell to someone without knowing what is going on for engineers and consultants. Longevity of well systems was questioned to the board and discussed. Feedback has not been received on numerous wells installed with the exception of one problem known from one of first ones completed. It was noted that feedback received by the board addressed concern. Digging was addressed in costs. Well companies would be included for best options for the wells. Ice would be more economically feasible is the initial thought. Fusion well is polypipe with drops all pre-done. Well drillers should be experienced minimum at 10 or better 20 years of experience. Geo for heat typically comes down to utilities or buy power without demand for the payback. Hybrid system is recommended if go to geothermal. Closed loop system is recommended over open loop system. Open loop can pump water and well can go dry and would not recommend due to too many risks noting they

are cheaper. High school payback as hybrid was 7-8 years with elementary at current rate structure at 17 years. Compressors would be replaced before payback seen at elementary. Bad experience at school with steam boilers, but hot water boilers not as bad. Compressors are a major expenditure. Ice and boiler will probably see the most benefit for the district. 80,000 sq ft estimates 2 sets of 3 of 8' in diameter, 8' tall placed somewhere close to the chiller outside on the ground. Tank itself has poly loops with ice floating in tank and accumulates. Geothermal and ice combination have been completed at Harrisburg. Foremost payback is ice, then geothermal is believed. Biggest design is retrofitting into the building and determination not needed yet. Calmac systems are the ice storage reference. Wait with decision for more info on legislation and more info on elementary and utilities. Timeline schedule believed was in an email to Tom. Sprinklers are wanted into the buildings, so will be included in the design process. Fire marshal gave leeway in past due to including sprinkler systems. Check into discounts into rates with adding sprinklers with insurance company. \$150-200k included on HS general construction costs. Electrical side upgrading panels also included. Electrical panels also questioned if part of legislative incentives. Concept drawings are next step and then review with the board. Narrowing down changes, 50% bid drawings and minimal changes after that point. Staff discussion for air handlers and where to place for 80,000 CFM. Ideas will be shared by architects to know if space can be used. Walk throughs with board members and superintendent were requested for next visits.

Brenda Sandbulte joined the meeting midway during the HVAC presentation.

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

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

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

Superintendent Luxford shared the IASB November conference information and read the Iowa Department of Education CTE business program review with criteria met for the next five years. Discussion was held with Luxford sharing self-study programs can receive credit with teacher's responsible for program with reflection on how they are doing.

Job openings were shared including MS language arts, custodian, paraprofessionals, coaching positions, and substitutes in all areas. Discussion was held on the middle school volleyball coach opening as board had approved hire. Luxford shared coaching certificate was not updated with the state with clarification requested from Glanzer. Glanzer shared classes required for the coaching certificate were not completed explaining a conditional coaching license was previously held which is a license received with the intent of classes still needed to be completed during the 2 year conditional license time period while allowed the option to coach during those 2 years while working towards classes. A conditional license does not have the ability to be renewed. An appeal process was questioned. Impression was that staff believed they could extend the conditional license.

Principal Glanzer reported September field trips to Pahoja, a ropes course, and MS fishing at Locker Park. Eligibility checks will be occurring and fall FAST testing is completed with staff analyzing results. Mr. Sherkenbach was recognized as military hero of the game at the ISU football game. Activities busy with fall sports and state 1A and 2A cross country meet changes were communicated with state meet on a Friday instead of Saturday.

Principal Aeikens reported fall FAST testing is almost completed with PLCs to analyze data, monthly DLT meetings began, teacher led PLCs are held with groupings to assist new staff, upcoming field trips include outdoor classroom and pumpkin patch.

Committee report updates were shared with operational sharing meeting needing to be held and program sharing committee meeting date set for October 11 at 6:00 pm in Rock Rapids to address potential cross country impact if GLR goes to a different conference. Discussion was held regarding the letter received from Central Lyon about cross country changes if GLR switches conferences with their intent to be cross country host school. Luxford reported that people in the Central Lyon community were not aware of Central Lyon's plan and questioning the intent. It has been reported that Central Lyon parents are not pleased and have contacted GLR board requesting Central Lyon's justification given for their intent. It was also reported that Central Lyon parents are writing their board members regarding possibly becoming home school for cross country and requesting the justification of the intent. It was noted to keep in mind parents are submitting letters to Central Lyon board and it has not been GLR pushing. It was reiterated that parents want info on justification as to why Central Lyon is looking to change cross country. Students are also displeased with communication from Central Lyon regarding intent of cross country.

Brenda Sandbulte shared about the Broadway Bound trip with 54 adults and students traveling to Washington DC, a surprise stop in Philadelphia, and finishing in New York City. It was a great last trip for Sandbulte recognizing she worked with an amazing company organizing the trip since 1997. Luxford commended Sandbulte for the lifetime experience given.

Luxford discussed activity group overnight state event meal district contribution of \$15 per day recommended and approved sharing he also received amounts contributed from banks. Luxford stated sometimes short with the kids and discussed with coaches with no action taken at this time. Booster club and banks provide contributions covering evening meals. Central Lyon does \$15 and has been enough. Board shared donations for evening meals did not completely cover evening meals. Bank amounts changes per number of student athletes was also stated. Continued conversation should be held and number of days considered for a difference. Coaches should not pay for meals out of staff pockets.

Luxford shared served enrollment comparisons for past 3 years noting increase. Certified enrollment was also shared along with breakdown of resident students, open enrollment in and outs noting increase along with increase in homeschooling. Partial projections were also shared with it needing to be completed for preschool projections for better planning. Certified vs served budget and resident numbers were questioned with Luxford referring to Bonestroo to explain. Bonestroo summarized certified enrollment is budget-based money received for resident students, while served enrollment are students actually served in the district after open enrollment impact considered with resident students. Served enrollment can be viewed as money kept after open enrollment impact. She also noted the projections are important for future planning and decisions sharing a lot of time was typically spent in the spring of the year regarding the enrollment projections for classes for the next 3 years. Sustainability and open enrollment need to remain top priority.

Class sizes and class enrollments were discussed in reference to 2<sup>nd</sup> grade class size with plan in spring for 25 students with 3 additional students with registration. Things have been put in place for student achievement noting looking at make-up of student needs as well as numbers within the classes. Classroom space would need to be rearranged with possibly moving someone else to 3<sup>rd</sup> floor for another classroom. Feasible to split class logistically and academic perspective was questioned with long-term next school year 2 sections for sure or solution in the nearer future. Discussion was what's best for kids and para shortage concerns also expressed. One staff member moving from para to student teaching was also noted. Position has not been advertised at this time. What can be done now needs to be discussed for solution. Student teaching assignments are finished co-teaching possibility for student teaching was addressed by Luxford. Luxford shared combine teachers noting 3<sup>rd</sup> grade numbers are low and manageable to have 3<sup>rd</sup> grade teacher move to 2<sup>nd</sup> grade for part of the day to assist in dividing up classes as best solution now. Aeikens shared scheduling wise that does not work. Aeikens was asked for

direction stating best solution is posting for 2<sup>nd</sup> grade teacher needing more help with lower classroom sizes. Luxford also noted the budget is set for school year and need to serve our kids the right way. Discussion was held regarding the number of students from enrollment and positions already added relating to the budget impact and the LCRF project within the general fund and if students do not stay within the district. The need to be creative until find right person to do the job was stated. Two strategies were discussed, post and see what is possible and look at the interim to ease things to best serve the students. Being creative with 3<sup>rd</sup> grade before anticipated opening was stated with it noted substitute or special teacher in interim are not available. Short paras as well with discussion held as to how to get more paras and recommend a financial committee meeting. Post for anticipated elementary teacher and develop contingency plan for short-term was decided. Kindergarten is 2 sections and will need additional teacher next year as well. Flexibility is needed for teaching positions in the district. It was also noted that with additional hire other budget areas need to be followed and or reduced as some areas are already over budgets. It was noted that current teachers reaching out to board family members needs to stop.

Conference affiliation was discussed. Power point the board requested to present to the students was questioned with Luxford sharing no power point was shared with the students. Small group discussions were held with coaches, principal, and students. Conversations often about numbers and see best effort is done either way. Luxford shared feedback has been received from students. Johnson stated thought of power point presented to all of student body would be a benefit and would like to have seen it ahead of time as requested and would still like to see it presented to all students for the facts. Students largely indifferent for those who have discussed was stated. Maybe after board decision is better time for discussion was noted. Underestimating what students likely know about the conference affiliation was stated noting largely a respect thing for the students. The more you educate, the more they know to avoid potential issues. Positive and negatives of moving vs not moving should be discussions. Cross country conversation is not impacting board decision on conference and concern of respect shown to GLR district was addressed. Pros and cons struggle and not a fan of playing private schools noting size is different but not really same number as can pick and choose who they serve. Noted concern of relationships within the area is also a fear. Struggle with landing point of conference was also noted. Need to stop playing schools 3 times our size was addressed. Luxford shared conference change is what's best for athletes with more level playing field in War Eagle with more chance for accomplishments and learning through loss. Balance with who choosing to play in the future with additional games for best suitability for students will be considered. Luxford shared athletics are the other side of the classroom and moving conferences is what's best for the students with more opportunities for win when get off the bus. Numbers were questioned with Geerdes sharing 14 students in girls' basketball with 2 saying not interested in playing anymore, so bringing down to 12 to fill 2 teams. War Eagle conference discussions were held with good things said about War Eagle conference. Keep eyes and ears open for other surges believed and not held to decision and open to other options for the future.

LCRF resolution for ICAN for college and career planning event with Luxford noting it is to attend career planning in Rock Rapids. LCRF grant requests were presented from Glanzer and Mouw. Open enrollment out applications were presented for approval. Discussion was held for additional open enrollment application added to agenda.

Carrier service report was presented along with a proposed estimate for commons area and auditorium repairs noting compressor issues and ease of changing filters. New compressors with question about if it is being replaced with HVAC project to spend the money now. Norm will be contacted to see if gym is part of HVAC project before moving forward. Luxford will follow-up with Norm for clarification.

Luxford presented FFA request for FFA convention attendance.

TPRA agreements for Samantha Everhart, Trish Rockman, and Susie Cazares for tuition and fees for the program with details still needed between grant and colleges to be on the same page. Sponsorship agreement is we pay and request for reimbursement from grant money up to \$7000/student. Grant money applied through MOCFV for those working towards BA and para to teacher program. Most students through NCC for first 2 years component and then transfer into another college to complete BA. Money for reimbursement is \$7000 for community college, and \$17,000 for 4-year college. Question was if under contract within district for future then with intent for future questioned. Reimbursement for wages up to \$12.00/hour per person. Increase teacher pool but decrease para pool and why high school students included as part of grant was discussed.

Personnel recommendations for hire were presented of Glenda Lenz substitute food service and Donald Nelson full-time custodian/maintenance.

Job descriptions for custodian and maintenance were presented to coordinate with custodian/maintenance job descriptions noting 3 different job descriptions currently for potential positions.

Policies were presented for Policy 203.00, 402.02, 501.05, 501.14, 501.05, 504.05, 504.05R1, 505.05, 507.02, 507.02R1, 607.02, 704.06, 804.05, 804.07, 804.07R1, and 901.00. Discussion was held on policies 402.02, 501.05, 501.14, and 203.00 which will recommend tabling. Luxford will seek clarification from Pat on Policy 203.00.

HVAC recommendation and policies will be pulled from consent agenda.

A motion to approve the consent agenda was made by Fugitt, seconded by Mitchell, and carried 5-0. Consent agenda approved included Associated Consulting Engineering proposed engineering fee proposals of \$122,500 for the elementary fee adding sprinkler of \$10,500 and middle school/high school fee of \$192,500 adding sprinkler of \$19,250; conference affiliation change from Siouxland to War Eagle Conference; LCRF resolution for ICAN; LCRF grant requests from Tyler Glanzer for \$1200 and Regan Mouw for \$509.46; open enrollment out requests; Carrier proposal estimate for commons and auditorium HVAC units of \$26,575.00; FFA national convention trip to Indianapolis; TPRA student sponsorship agreements for Everhart, Rockman, and Cazares; recommendations for hire of Glenda Lenz, substitute food service at \$11.75/hour, and Donald Nelson full-time custodian/maintenance at \$14.50/hour, 40 hours/week with 260 days/year and \$7007 annual health insurance contribution prorated and life and LTD benefits; custodian job description; and building and grounds maintenance job description.

A motion to table Policies 402.02, 501.05, 501.14, and 203.00 was made by Johnson, seconded by Mitchell, and carried 5-0.

A motion to approve first reading of Policies 504.05 Student Fundraising, 504.05R1 Student Fundraising Regulation, 507.02 Administration of Medication to Students, 507.02R1 Administration of Medication to Students Regulation, 607.02 Student Health Services, 704.06 Online Fundraising Campaigns, 804.05 Stock Epinephrine Auto Injector Supply, 804.07 Radon Mitigation, 804.07R1 Radon Mitigation Regulation, 901.00 Public Examination of School District Records waiving second reading was made by Fugitt, seconded by Johnson, and carried 5-0.

A motion to enter closed session per Iowa Code 21.5(1)(e) to conduct a hearing to suspend was made at 8:00 pm Fugitt, seconded by Mitchell, seconded by Sprock. Roll call vote was taken with all ayes, no nays. Motion passed.

A motion to return to open session was made at 8:32 pm with a motion from Mitchell, seconded by Fugitt. Roll call vote was taken with all ayes, no nays. Motion passed.

A motion to enter closed session per Iowa Code 21.5 (1)(i) to evaluate the professional competencies of individuals for the superintendent quarterly review postponed from July and August was made at 8:32 pm with a motion from Mitchell, seconded by Fugitt. Roll call vote was taken with all ayes, no nays. Motion passed.

A motion to return to open session was made at 9:14 pm by Johnson, seconded by Mitchell. Roll call vote was taken with all ayes, no nays. Motion passed.

No further action was taken on the suspension with it to remain as is and has been previously approved.

Next meeting dates were reviewed.

A motion to adjourn at 9:15 pm was made by Johnson, seconded by Mitchell, and carried 5-0.