

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for a public hearing prior to the regular monthly meeting on Monday, March 20, 2023 in the superintendent office in the GLR central office building in George. President Austin Lloyd called the meeting to order at 5:30 pm with the Pledge of Allegiance. Board members present were Austin Lloyd, Andrew Sprock, Jason Fugitt, Andrea Johnson, and Matt Mitchell. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal/Activities Director Tyler Glanzer, Principal Karie Aeikens, and guests Valecia West and Miranda Dreesen.

A quorum was established.

A public hearing was held on the proposed issuance of approximately \$3,200,000 school infrastructure sales, services, and use tax revenue bonds for the HVAC project. No public comment was received.

A motion to adjourn was made at 5:32 pm by Mitchell, seconded by Sprock, and carried 5-0.

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A quorum was established.

A public hearing was held on the HVAC proposed plans, specifications, form of contract, and estimated total cost of public improvement per Iowa Code 26.12. No public comment was received.

A motion to adjourn was made at 5:32 pm by Fugitt, seconded by Johnson, and carried 5-0.

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting following two public hearings on Monday, March 20, 2023 in the superintendent office in the GLR 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, Andrea Johnson, and Matt Mitchell. Also in attendance were Superintendent Tom Luxford, Board Secretary/School Business Official Cathy Bonestroo, Principal/Activities Director Tyler Glanzer, Principal Karie Aeikens, and guests Valecia West and Miranda Dreesen.

Superintendent Luxford recognized city and county road crews and bus drivers with the adjustments made with the winter weather and their instrumental roles in the safety of the students. Lloyd added the all-state speech students for recognition.

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

A motion to table the 2021–2022 audit noting several districts are also awaiting their audit reports was made by Johnson, seconded by Mitchell, and carried 5-0.

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

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

Superintendent Luxford shared D.T. Magee is the IASB new executive director who is succeeding Ann Lebo. Luxford will be attending the safety group risk management workshop on April 10 in Ankeny with another Lyon county emergency management person. May school board recognition month was noted. Legislative update was presented with no updates at the time. PERL elimination proposed legislation was questioned if a concern with Luxford sharing it is not expected to move forward. March 20 job posting openings were shared as para, custodian, food service, MS language arts teacher, summer part-time custodian and grounds, summer rec, summer school coordinator, coaching positions, substitute positions, and summer school staff.

Principal Aeikens reported preschool sign-up is open, kindergarten round-up on April 5 for a full day of school, parent teacher conferences, family literacy night great success with 125 in attendance thanking both public libraries for being part of the sessions and donating books for the night, pass/shoot/dribble to be held on March 30, and ISASP testings April 3 – 6. Principal Glanzer shared upcoming parent teacher conferences; recognized Zach Anderson, Gerritt Helkenn, and Patrick Den Hartog for their participation with national history day; great day of expectations and college fair were cancelled; ISASP testings April 4-6, and 8th grade career day April 14. Six students were recognized as performing at all-state individual speech with 2 students selected in 2 different categories, jazz band's upcoming state competition on April 4 in Ames, Swing Show March 31 and April 1, and spring sports are underway.

Damon DeWitt with Associated Consulting Engineering arrived at the meeting.

Financial services and personnel committee met reviewing and recommending staff increases for what's best for everyone in the district. Bank request for proposal summaries were presented to the committee for the bond proceeds. 2023-24 increases for classified and administrative staff, 2023-2024 work agreements and contracts, 2023-2024 insurance plan district contributions and insurance plan options were recommended. Insurance plan options are presented with alternate plans to the insurance committee prior to the recommendation. Discussion was held on showing premiums and costs for educating noting the HDHP is a good plan. Wage increases were discussed with some lower due to past increases or leveling wages out. Custodian/maintenance positions were recommended to table as individual scenarios cannot be discussed at a public meeting. Head custodial/maintenance wages will recommend to table.

Facilities capital projects committee shared updates with the gym floor anticipating possible change order with coaches and Glanzer involved for different colors and marketing on the gym floor. Final draft is near ready to present to the board. Gym floor refinishing is scheduled for June 19 with design brought to the board. Lunch room tables still awaiting additional bid. Lunch room walk in freezer cooler combo recommendation is presented. April meeting is needed for facility committee.

Operational sharing committee needs an April meeting. Program sharing committee presented the 2023-2025 athletic sharing agreement with Central Lyon. Luxford shared SIAC committee meeting will be held the end of April. Johnson left the meeting at 6:00 pm.

Superintendent report presented LCRF staff grant applications for Frances Burd, Kristi Donaker, Kim Dykstra, Lissa Harson, Alan Holloway, Shari Kruse, Courtney Leloux, Tim Mauldin, Lexi Olivera, Jessy Rens, Amanda Storm, Ethan Van Briesen, Russ Verburg, Stacie Ver Steeg, and Valecia West. Also presented were activity field trip requests for the Omaha zoo and Minneapolis art field trip, open enrollment in and out requests, Premier Communications ethernet services 5 year contract and IT services annual contract, and contract language addition. School calendar make-up days were discussed with 13 days of school missed and late starts and early dismissals using the 51 hours banked and needing to make-up 38.5 hours. Proposal was to eliminate PLC early out for the rest of the school year with dates of March 22, 29, April 5, 12, 19, 26, and May 3, 10, 17; hold school on May 22-26 with no early out on May 24; teacher PD May 30; and teacher workday May 31 with staff picnic leaving an extra 3 hours banked if needed. Morning preschool having missed 17 days was discussed with concern for the students and how those would be addressed. Concern was expressed to lose the PD days weekly to keep engagement. Good plan for engagement on May 30 will be needed.

Job description updates were presented for building custodian, media paraprofessional, summer rec supervisor and coordinator, and summer school coordinator. Principal evaluation form updates were presented. Evaluations for principals, SBO, secretaries, and non-teaching staff are being conducted.

Resignation was received from Candy Sandbulte, MS baseball coach. Recommendations for hire were presented for Spencer Carstensen, substitute teacher and para; Reid Geerdes, assistant golf coach \$3198; and Emily Jensen, paraprofessional at \$11.50.

Policy reviews were presented for Policy 506.03, 506.04, 507.02, and 507.02E2. Policy first readings were presented for 506.02, 506.02E1, 506.02R1, 507.01, 507.02E1, 704.02, and 704.02R1.

Damon DeWit presented on the MS/HS HVAC with updated drawings presented in larger scale and reviewed. Removal of plaster ceiling and update of ceilings. Asbestos survey will be reviewed for the MS/HS building for any potential concerns. Anything suspect would need to be assessed by the district. Luxford will provide an updated asbestos report. Discussion was held on the telecom room off the industrial tech area and outside entrance door if able to use current door or need to add another exterior access door. Mini splits being removed and walls and sleeves being filled in on exterior areas was also discussed. Future window replacements to larger windows and tinting U and R value on windows for good quality glass was also discussed. Older building possible 4% contingency anticipated with change orders.

A motion to pull the head custodian/maintenance position increases and the tabled 2021-2022 audit was made by Mitchell, seconded by Fugitt, and carried 4-0.

A motion to change to approve all increases except head/custodian maintenance positions which will be brought back was made by Fugitt, seconded by Mitchell, and carried 4-0

A motion to approve the remaining consent agenda was made by Mitchell, seconded by Fugitt, and carried 4-0. Classified staff increases approved for \$11.00/hour new general staff starting wage, substitute librarian, and seasonal help pay; returning custodial, head grounds, building and district office secretaries, and food service \$.50/hour; library aides and paraprofessionals \$.30/hour; liaison and tech coordinator (215 day contracts at \$3.95/day increase) for \$849 contract increase; transportation coordinator \$.50/hour increase; transportation routes and shuttles 3% increase as presented for preschool and AM/PM shuttle \$15.31, activity shuttle and summer rec \$20.52, activity shuttle \$20.52, hourly rate \$13.71, sub-route \$42.12, extra time \$4.56, Saturday rate \$19.04/hour, SPED Sioux Falls 2 stops \$67.63

per round trip, SPED Sioux Falls 1 stop \$54.11 per round trip; administration increases of \$3500 for Luxford (260 day contract), Bonestroo (260 day contract), Glanzer (220 day contract), and Aeikens (210 day contract), and \$750 increase for O'Donnell shared HR. A listing of work agreements and contracts were presented for approval. 2023-2024 insurance plan district contributions were approved for Admin (Luxford, Glanzer, Aeikens, Bonestroo) \$18,000; full-time certified teachers \$7500; 2 full-time teachers \$15,000; tech coordinator \$9951 towards single or \$11,424 towards family plan; 12 month 260 day 40 hour/week staff \$7007, 9 month full-time 40 hours/week \$6964; part-time eligible and qualifying with 35-40 hours/week \$5000, part-time eligible and qualifying with 30-35 hours/week \$3500; and eligible retirees offering the HDHP2500 plan at 100% paid by retiree with no district contribution. No pay in lieu of insurance is offered. All annual contribution amounts will be pro-rated for mid-year hires. Qualified staff and plans will receive a HSA contribution for the difference between the district contribution amount and premium costs up to the IRS limits. Dental and vision insurance remain as employee benefits for those eligible with employees paying full premiums. Life, AD&D, and LTD are paid by the district for full-time staff meeting eligibility. 2023-2024 insurance plan options recommended by the insurance committee of BCBS Classic 500, Select 1500, HDHP 2500, and HDHP 5000 were approved. Lunch room walk in cooler freezer bid from Carlson & Stewart for \$89,875; 2023-2025 athletic sharing agreement with Central Lyon; LCRF staff grant applications; Omaha zoo field trip; Minneapolis art field trip; open enrollment in and out applications; Premier Communications 5 year ethernet services and annual IT services contract; contract language addition; school calendar make-up days; updated job descriptions; and updated principal evaluations were approved. Resignation from Candy Sandbulte, MS baseball coach; recommendations for hire of Spencer Carstensen \$13.00/hour substitute para and substitute teacher; Reid Geerdes, assistant golf coach \$3198; Emily Jensen, paraprofessional \$11.50/hour were approved. Policy reviews for 506.03, 506.04, 507.02, and 507.02E2 and first readings waiving the second readings for 506.02, 506.02E1, 506.02R1, 507.01, 507.02E1, 704.02, and 704.02R were all approved.

A motion to approve Frontier Bank as the depository for the bond proceeds with a 12-month CD at 4.50% APY waiving withdrawal penalty and allowing withdrawals and moving funds as needed for the project without penalty was made by Sprock, seconded by Mitchell, and carried 3-0 with Lloyd abstaining.

A motion to approve the depository limit to \$7,500,000 due to the bond proceeds temporarily exceeding the previous limit was made by Mitchell, seconded by Fugitt, and carried 4-0.

A motion to approve MS/HS HVAC proposed plans, specifications, form of contract, and estimated total cost of public improvement was made by Fugitt, seconded by Mitchell. Roll call vote was taken with Fugitt, Mitchell, Sprock, and Lloyd all ayes, no nays, carried 4-0.

A motion to approve the adoption of the resolution supporting the proposed issuance of approximately \$3,200,000 school infrastructure sales, services, and use tax revenue bonds was introduced by Mitchell, seconded by Sprock. A roll call vote was taken with Fugitt, Mitchell, Sprock, and Lloyd all ayes. No nays. Andrea Johnson was noted as absent at the time of the vote. Motion passed 4-0.

A motion to adjourn at 7:05 pm was made by Mitchell, seconded by Sprock, and carried 4-0.