

## GEORGE-LITTLE ROCK COMMUNITY SCHOOL

### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a public hearing on the sale and disposal of the posted list of excess inventory on Monday, August 21, 2023, in the music room in the GLR elementary building in Little Rock. President Austin Lloyd called the meeting to order at 5:30 pm with the Pledge of Allegiance. Board members present were Jason Fugitt, Andrew Sprock, Austin Lloyd, Andrea Johnson, and Matt Mitchell. Also in attendance were Superintendent Tom Luxford, School Business Official and Board Secretary Cathy Bonestroo, Principal Karie Aeikens, and guests Sheri Stratman, Miranda Dreesen, Megan Fastert, Melissa Schroeder, Kayla Gerken, Sam Chase, and Valecia West.

A quorum was established. The list of excess inventory proposed for sale and disposal was reviewed. No public comment was received.

Public hearing closed with a motion to adjourn made at 5:32 pm by Sprock, seconded by Fugitt, and carried 5-0.

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### BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting on Monday, August 21, 2023, in the music room in the GLR elementary building in Little Rock. President Austin Lloyd called the meeting to order at 5:32 pm following the public hearing. Board members present were Jason Fugitt, Andrew Sprock, Austin Lloyd, Andrea Johnson, and Matt Mitchell. Also in attendance were Superintendent Tom Luxford, School Business Official and Board Secretary Cathy Bonestroo, Principal Karie Aeikens, and guests Sheri Stratman, Miranda Dreesen, Megan Fastert, Melissa Schroeder, Kayla Gerken, Sam Chase, and Valecia West.

A quorum was established. Sheri Stratman submitted the form for public comment prior to the start of the meeting. Stratman presented and read a letter to the board requesting professional acknowledgement for the additional TAG duties in her schedule without receiving an additional contract. She shared the verbal acknowledgement from Glanzer for filling the position and when inquired about compensation was told not in position to make a decision on compensation. She also shared the lack of response to emails sent to administration and that she has watched for the official hire presented to the board and additional contract comparing the transfer of other positions and the new weight room position. Her teacher load compared to others, being a team player, curriculum self-development, and request to table the TAG handbook without presenting for TAG staff input were also presented. No other public comment was received.

Superintendent Luxford introduced new staff members present of Kayla Gerken, 6<sup>th</sup> grade teacher; Megan Fastert, Business Ed & Industrial Tech instructor; Melissa Schroeder, 7<sup>th</sup> grade ELA and MS Social Studies Teacher. Luxford recognized the George Chamber of Commerce for their donation from the Freedom Days help provided; GHS Class of 1969 activities donation in memory of classmate, Sandra Johnson; Mitchell & Huss donation of labor and use of equipment; and Kay Disch family (Kristi Donaker's mom memorial) for the district approved piano donation.

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

Sam Chase presented the EMC insurance renewal which was shared as delayed due to review of commercial exposures. Sam shared seeing the result of inflation with increase valuation over \$5 million of cost to mitigate claims replacement cost also sharing within 3 years every building is evaluated. Deductible options were presented for consideration for the property coverage. Discussion was held that the increased deductible per occurrence was not worth the small savings. Costs were presented of just under \$28,000 increase from the previous year. Discussion was also held on EMC coverage and that they insure about 98% of the schools in Iowa.

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

A motion to approve the bills was made by Fugitt, seconded by Sprock, and carried 4-0 with Mitchell abstaining.

A motion to approve the financial reports was made by Fugitt, seconded by Mitchell, and carried 5-0. Discussion was held for future LCRF expenditures discussion with Bonestroo noting that LCRF will cover what was being run through ESSER (covid money) and ESSA (comprehensive school improvement money) funding now that those funding sources have been depleted and the need to follow the budgets more closely.

Superintendent Luxford shared the IASB upcoming conference, current district job openings of MS/HS math teacher, MS/HS language arts teacher, 2024-2025 language arts and social studies teacher, part-time maintenance/custodian, part-time paraprofessional, MS cross country coach, MS girls' basketball coach, 2024-2025 drama coach, 2024-2025 speech coach, substitute teachers, substitute paraprofessionals, and substitute office/clerical positions. School board election and candidate deadlines were shared.

Principal Aeikens thanked Kristi Donaker's family for the piano donation, Jodi for her work on the building and grounds during the summer, Kim and the summer school staff, Jim and the bus drivers, and Crystal for her work with registration, enrollments, and lunch. Aeikens reported summer school had 22 K-6 students. New staff and changes in her building were also recognized of Kayla Gerken, Brittany Duncanson, Sarah DeHaan, and Courtney Leloux moving from 6<sup>th</sup> to 1<sup>st</sup> grade. Initial reports shared that elementary lost 10 students (7 moves, 2 online enrollments, and 1 open enrolled out), but gained back 12 with all sections having 2 sections except 2<sup>nd</sup> grade.

Aeikens shared Principal Glanzer's report recognizing his building staff changes of Spencer Carstensen, long-term sub for MS/HS math; Angie Sewell, District Media; Mitch Lupkes, part-time Business Ed Computer Instructor; Megan Fastert, Business Ed and Industrial Tech Instructor; and Melissa Schroeder, MS social studies. Also recognized were Mitzi Wynia for her work with credit recovery with 7 students; Lexi Olivera, summer extended school year teaching; Brandon Van Briesen, Gavin Smit, Chase Duin, Jesus Martinez and Sam Everhart for their work in preparing the buildings; and Darcy for her help in her new role. Initial reports were 2 new students and 3 returning students. Aeikens also shared Glanzer's Activities Director report with fall sports underway and marching band to march at the Corn Show.

Luxford presented the 2023-2024 activities fundraiser requests for approval sharing the project, fundraiser, department, and timeline of the 18 fundraisers. Discussion was held that all fundraisers need to run through the board for approval for district activities or use of the district name. Discussion also noted that fundraisers not going to the school should not be using the GLR name. Further communication needs to be presented to the coaches to prevent future issues or concerns. Handbooks were also referenced for review for the proper processes.

Facility capital projects committee report included change order from Site Services for \$600 increase in work on HVAC vents for asbestos removal to abridge until the HVAC project, Krier and Blain HVAC contract with Luxford confirming it was reviewed by architects. Discussion was held to change the liquidated damages from \$200 per day to be at least a minimum of \$1000 per day with the size of the project if the project deadline date was not met. Mini splits for the high school for \$13,207.06 and elementary for \$14,524.64 quotes from Ben's Plumbing were presented sharing the goal is to move the new mini splits from the HS to the elementary upon completion of the HVAC project. Communication was stressed during the project to ensure units are saved and moved. Safe 'N Secure door FOB system upgrade bid of \$19,305.69 and Premier Network server bid of \$34,571.00 were presented for the safety grant if possible. Luxford reported the safety grant is not yet completed and is working with a 3<sup>rd</sup> party person to work through the process and trying to slow down some projects to use safety grant money estimated at \$200,000 total with Luxford reporting \$50,000 per building with MS and HS considered separate. Server is 7 years old and has met its lifespan. Atlas asbestos air quality report for MS/HS HVAC prep was shared from the collected air samples with air quality all good and passed below thresholds.

Discussion was held on the list for the disposal of excess inventory with the request to keep the GLR banner and sign and not dispose or sell those. One sealed bid was received and presented for the flagpole already advertised.

Imagine learning curriculum quote of \$11,750.00, open enrolled in applications, TPRA BVU MOU, classified instructor signing bonus as presented for total of \$2000 with 2 equal payments of \$1000 paid at end of service for 2023-2024 and \$1000 at end of service for 2024-2025 school year, activity accounts deficit totaling \$47,668.48 transfers for end of fiscal year, daycare meal agreement with 2<sup>nd</sup> page adjustment for adult cost, revision to licensed staff handbook for schedule B addition of fitness center coordinator at assistant coach salary, and co-curricular code handbook noting additional change from performances to games were presented. TAG program handbook updates were presented and discussed noting past personnel was outside person doing position for an extra contract and it will no longer be an outside position comparing West and previous instructors prior to it being an outside position. Miss West currently does MS and elementary TAG throughout her regular schedule during WIN time without an extra contract or stipend. It was also noted that the current position is not on a schedule for pay. Further discussion was held that TAG is part of the regular contracted salaried day and is not a separate position such as coaching.

Frontier Bank activities agreement was presented and discussed. Instead of giving a stipend for state events, it was presented to give an annual donation and have advertising in return along with some complimentary passes. Discussion was held regarding opening for bid or building a better package with donation levels to offer other businesses for partnerships. Board requested activities director and activities committee discuss inventory and marketing plan and revenues needed and create and present ideas for different donation levels to the board to open to more businesses. Involvement of business classes and technology piece with website and celebrate our school were also discussed. After discussion the amount to contribute did not seem enough for the advertising benefits and requested complimentary passes so recommendation will be to table and further discuss and negotiate options.

Work agreement adjustments were presented for hour increases for Pam Grave, Jackie Gonzalez, and Emily Jensen. Equity coordinator was presented to be reassigned from Reid Geerdes to Tom Luxford. FFA animal project facility was presented and is currently under review by legal and insurance company. Miranda was thanked for organizing the proposal. Dreesen shared a summary of the project to allow students a place to house animals with all care and care costs as their responsibility but allowing them to

own and show animals. It would be available first come, first serve with pen rent for the year. Cameras at the farm were questioned. Maximum number of animals and separation was also discussed with animals separated by hog gates and maximum of 10 cows but would likely recommend only 6.

Resignations were received from Kris Hamilton, MS cross country coach; Tabitha Van Essen, paraprofessional; and Ed Jumbeck, MS girls' basketball coach.

Recommendations for hire were presented for Sarah DeHaan, paraprofessional \$13.00/hour 9 hours/week; Sherri Molitor, paraprofessional \$11.75/hour 11.5 hours/week; Charlene "Annee" Carlson, paraprofessional and library aide pending need rate determined by handbook and education 16 hours/week; Brittany Duncanson, paraprofessional \$12.00/hour 7.5 hours/week and food service \$11.75/hour 17.5 hours/week; Kris Hamilton, assistant cross country coach \$3,229; Courtney Leloux, MS volleyball \$1,553; Spencer Carstensen, long-term sub for MS/HS math; Megan Fastert, business ed and industrial tech classified instructor \$31,050 no TSS, DECA sponsor \$1,500, and Skills USA sponsor \$1,500 along with signing bonus; Mitch Lupkes, .5 business ed/computer classified instructor with an additional contract of \$6,000 no TSS; Ben McCray, mentor \$1,500; Ashley Klaassen, mentor \$1,500; Mitch Lupkes, shared fitness center coordinator split contract amount \$1,614.50; Reid Geerdes, shared fitness center coordinator split contract amount \$1,614.50; and substitute listing for teachers, paras, library aide, food service, and office/clerical. Substitute positions will follow the rate of pay in handbooks. Office/clerical substitute pay was recommended for \$14.00/hour.

Discussion was held on July tabled Board Policies 503.07 Student Disclosure of Identity, 503.07E1 Report of Disclosure of Student Identity, and 503.07E2 Request to Update Student Identity. Further discussion was held that policies are presented after legal review by IASB with board discussion to pull series and vote not to adopt. Policies 507.02E3 Parental Authorization and Release form for Independent Self Carry and Administration of Prescribed Medications or Independent Delivery of Health Services by the Student, 507.02E4 Parental Authorization and Release Form for the Administration of Voluntary School Stock of Over-the-Counter Medication to Students, 804.05E1 Parental Authorization and Release Form for the Administration of a Voluntary School Supply of Stock Medication for Life Threatening Incident were discussed to table for school nurse review. Fugitt noted leans to people who develop and review and are the professionals in this area.

Policy first readings were presented for policies 104.00 Anti-Bullying-Harassment, 104R1 Anti-Bullying-Harassment Investigation Procedures, 213.00 Public Participation in Board Meetings, 402.02 Child Abuse Reporting, 408.01 Licensed Employee Professional Development, 505.04 Testing Program, 505.05 Graduation Requirements, 507.02 Administration of Medication to Students, 507.02E1 Authorization – Epinephrine, Asthma or Airway Constricting, or Respiratory Distress Mediation Self-Administration Consent Form, 507.02E Parental Authorization and Release Form for Administration of Medication and Special Health Services to Students, 601.01 School Calendar, 603.05 Health Education, 605.01 Instructional Materials Selection, 605.01R1 Selection of Instructional Materials, 605.02 Instructional and Library Materials Inspection and Display, 605.03 Objection to Instructional and Library Materials, 605.03R1 Reconsideration of Instructional and Library Materials Regulation, 605.05 School Library, 605.07R1 Use of Information Resources Regulation, 607.02 Student Health Services, 804.05 Stock Epinephrine Auto Injector Supply.

Discussion was held on policies with medication references for school nurse to review. Further discussion was held to approve first readings and present for second reading with noted changes made to 505.05 graduation requirements needs to be updated to 48 credits and 607.02 remove comprehensive

school from last paragraph too. Policies regarding school library were also discussed with library materials currently linked on the website being shared.

A motion to pull policies 503.07, 503.07E1, 503.07E2, 507.02E3, 507.02E4, 804.05E1, 505.05, 507.02, 507.02E1, 507.02E2, 607.02 was made by Johnson, seconded by Mitchell, and carried 5-0.

A motion to approve the remaining consent agenda noting changes discussed was made by Mitchell, seconded by Fugitt, and carried 5-0. Consent agenda included EMC insurance renewal approval of \$178,250 premium; 2023-2024 activity fundraisers, Site Services \$600 change order, Krier and Blain HVAC contract with \$1000/day liquidated damages; Ben's Plumbing AC mini-split bids MS/HS \$13,207.06 and elementary \$14,524.64; Safe 'N Secure door system upgrade for \$19,305.69; Premier Network server bid of \$34,571.00; sale and disposal of excess inventory presented through online auction with Zomer or Klaassen Auctions as determined by superintendent removing and not selling the GLR sign and banner; sealed bid of \$200 from Sudenga Industries for the 48' flag pole; Imagine Learning curriculum for \$11,750.00; open enrollment applications; BVU TPRA MOU; Megan Fastert classified instructor signing bonus; 2022-2023 activity deficit transfers; indirect cost transfer from lunch fund to general fund; 2023-2024 daycare meal agreement; 2023-2024 Licensed Staff Handbook revision to add fitness center coordinator under coaching contracts; 2023-2024 Co-Curricular Code Handbook with changes recommended to include changing performances to games where applicable; 2023-2024 Gifted and Talented (TAG) Handbook; work agreement hour adjustments for Pam Grave, Jackie Gonzalez, and Emily Jensen; Equity Coordinator reassignment to Tom Luxford; resignations presented; and first readings waiving second readings of policies 104.00, 104R1, 213.00, 402.02, 408.01, 505.04, 601.01, 603.05, 605.01, 605.01R1, 605.02, 605.03, 605.03R1, 605.05, and 605.07R1.

A motion to table 507.02, 507.02E1, 507.02E2, 507.02E3, 507.02E4, 804.05, 804.05E1 and present again after nurse review and Frontier Bank activities agreement was made by Johnson, seconded by Fugitt, and carried 5-0

A motion to not adopt series 503.07 series including 503.07, 503.07E1, 503.07E2 was made by Mitchell, seconded by Johnson, and carried 4-1 with Fugitt opposing.

A motion to approve 1<sup>st</sup> readings of 505.05, 607.02 with changes noted in policies and bring back for a 2<sup>nd</sup> reading with changes made was made by Mitchell, seconded by Johnson, and carried 5-0.

A motion to approve the recommendations for hire as presented was made by Fugitt, seconded by Mitchell, and carried 4-0 with Sprock abstaining.

Board work session dates with IASB with dates need to discuss board protocols and procedures governance, leadership, communication with LouAnn will be presented for board schedules upon receiving dates from IASB.

A motion to adjourn was made at 8:27 pm by Mitchell, seconded by Johnson, and carried 5-0.