

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting on Monday, January 22, 2023, in the community/board room 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 Jason Fugitt, Austin Lloyd, Andrea Johnson, Matt Mitchell, and Andrew Sprock. Also in attendance were Superintendent Tom Luxford, School Business Official/Board Secretary Cathy Bonestroo, Principal Karie Aeikens, Principal/Activities Director Tyler Glanzer, and guest Valecia West.

A quorum was established. No public comment requests were filed, so no public comment was received.

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

Laurie with KRP presented via zoom the 2021-2022 final audit thanking for the patience with the lateness from their staff turnover and shortages. GLR was recognized for being in a good financial position with having 6 months of operation costs if state funding is delayed or receipts are affected and staying within the budget set. The increase in federal funds with COVID was recognized with being at the single audit threshold level and future impacted with lower funding. Findings were reviewed with common findings for districts with limited personnel. Internal controls were discussed with seeing additional controls already implemented. Laurie was thanked for their work and hopeful to work with again in the future when additional staffing is secured.

Superintendent Luxford thanked Premier Bank and Premier Communications for their annual donations. Johnson left the meeting at 5:54 pm

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

Superintendent Luxford reported hiring Les Douma to lead discussions on district culture and climate for anticipated costs of \$1200 with group meetings and a plan to present. Work session will be held in February with more information for implementation and follow-up with plan put together. Board stressed not a one-time deal but must continue processes and bring back if needed quarterly or annually to stay on task and continue. Committee groups will be put together with Les and Tom for focus groups and selection of people.

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

A motion to approve the financial reports was made by Mitchell, seconded by Sprock, and carried 4-0.

Johnson called Mitchell and joined the meeting by speaker phone at 6:09 pm. Luxford shared Iowa Association of School Board (IASB) communication focusing on Governor's proposals of 2.5% per pupil funding increase and concerns for AEA with AEA providing more services than the district can provide with anticipated suffering for small and rural schools if passed. AEA's strong relationships are built with the academic improvements made during the comprehensive status. District needs to adapt and plan as out of district control with what state decides. It was noted that the proposal adds 25 positions to the Department of Education (DOE) with the DOE controlling the AEA. Concerns expressed with the proposed minimum salaries are the TSS levels and how they are applied, fairness for other staff not in proposal, and other teaching staff that do not fall under the Governor's proposal. Luxford shared potential for 2 electric buses grant application is due January 31 with additional costs needed to be planned. When discussing with another district, the application was completed by transportation

department and costs were \$350,000 plus additional \$60,000 not planned for charging stations. Training for bus personnel and the concern of maintenance and maintenance checklists being completed were discussed.

Current GLR openings were reviewed with an elementary teacher position being added. Annual EMMA report was shared. Ahlers and Cooney communication was shared with Board Policy 503.07 not adopted but noting districts must still continue to comply with portion by law. Legislative updates were shared with it noted no employees may have inappropriate relationships with students clarifying that it includes that no district employees can be dating students.

Principal Aeikens reported completing national assessments, thanked Salem Church for donating recess items, upcoming DARE graduation, successful homecoming week, and another round of FAST testing for the state.

Principal Glanzer reported homecoming week completed and reschedules with weather possibly justifying consideration to move homecoming to before Christmas in the future. Second semester will have adjustments for HEX exploratory classes due to missed days. Four new students will be joining his building. WIN groups are focusing on establishing interventions in the HS math, reading, fluency, and comprehension with sophomores now with winter testing and shifting interventions. Activities director report included career day for 9th and 10th grades, middle school girls' basketball, middle school boys' wrestling, and large group speech with 15 of the 18 groups advancing to state. Glanzer reported the basketball game vs Hinton reschedule took precedence over the Boyden-Hull game due to being conference game, girls basketball ranked in the top 16, and 1 girl wrestler ranked.

Financial services committee met with much discussion as pre-notes for negotiations, so it remains confidential. A February meeting will need to be set. Procedures and processes were also discussed.

Facilities committee presented possible list of bigger project items for the future including solar energy, MS/HS windows replaced, all-weather track, elementary HVAC, playground update, restructure MS/HS entrance, ADA accessibility needs, and elevator for possible future bond when other bond is paid off for minimum tax effects. Luxford reported elevator equity issues should be grandfathered in for size with intercom and buttons as equity issues due by November 2025. Discussion debate was if elementary elevator will be needed. Other projects needed include bathroom remodels. Improved drop off and pick-up area is also a wish with discussion of 1 way street running opposite direction, a single lane drop-off, parking in another area, and discussion of location for bus drop off. Details will need to be given much thought and design. Solar was further discussed with Laurens-Marathon cost of \$600,000 with 30% possible rebates and possibility of energy company giving 50% towards project. Summer 2024 projects bids deadline is needed to bring bids back to committee before bringing to full board. Luxford reported elementary tuckpointing is awaiting second bid yet.

Marketing committee discussed prioritizing what school should have and what is missing. Website much better in last years with potential updates. Social media piece, advertising, and calendar were discussed along with processes in place. Updating monitor in gym, showing conference wins and losses, scrolling ads, and larger digital scoreboard were all discussed. HS scoreboard being moved to elementary is being discussed with Boosters. Conversations with Booster Club are needed with goals for both and better dialogue developed between district and Booster Club. District infrastructure needs to include the district with plans developed mutually.

Program sharing committee met with Central Lyon discussing year 1 of 2 year sharing agreement reviewing respective sports and results, potential coaching positions, and process for trainer. Acceleration

training still believed with Avera but was not discussed. Johnson was questioned for additional items but no longer on speaker phone so unknown time for leaving the meeting.

Luxford presented Piper Sandler engagement letter for potential future bond in 2025 with it needing to be on the ballot in 2024 to have in place when other bond expires. Summer project bids and quotes deadline needs to be soon to determine what is already committed for project costs. Timeline map needs to be in place and follow through is needed was stressed by the board. Early graduation request was presented. Bus 14 repairs were presented for approval from Cummins for \$13,166.55. Importance of regular maintenance was stressed to carefully review service checklists including preventative maintenance with filters replacement, on-time oil changes, battery replacements, and awareness of lights and addressing follow-up needed. Discussion was held about vehicle safety and supplies such as jumper cables within vehicles. Open enrollment application was presented. E-rate letter of agency was presented. Public hearing date for 2024-2025 calendar was set for March meeting.

Recommendations to accept resignations were presented from Regan Mouw, elementary teacher; John Heyer, paraprofessional to move to subbing only; and Sherri Molitor, paraprofessional to move to subbing only. Recommendation for hire was presented for Heather Doeden, food service at \$11.75/hour for 20 hours/week.

Policy reviews were presented for Policy 603.08 Teaching About Religion, 603.08R1 Teaching About Religion Regulation - Religious Holidays, 603.09 Academic Freedom, 603.09R1 Teaching Controversial Issues, 603.10 Global Education, 603.11 Citizenship, 604.01 Private Instruction, 604.02 Individualized Instruction, and 604.03 Program for Talented and Gifted Students.

A motion to approve to move to closed session per Section 21.5 (1)(i) of the open meetings law to evaluate the professional competencies of individuals for the quarterly superintendent evaluation was made at 7:29 pm by Sprock, seconded by Fugitt. Roll call vote was taken with Lloyd, Mitchell, Fugitt, and Sprock all ayes, no nays, motion passed 4-0.

A motion to return to open session was made at 8:18 pm by Fugitt, seconded by Mitchell. Roll call vote was taken with Lloyd, Mitchell, Fugitt, and Sprock all ayes, no nays, motion passed 4-0.

A motion to approve consent agenda was made by Mitchell, seconded by Fugitt, and approved 4-0. Consent agenda included approval of 2021-2022 audit, Piper Sandler engagement letter, early graduation request, bus 14 repairs, open enrollment out application, e-rate letter of agency, adopting 2024-2025 school calendar public hearing, resignations presented, recommendations for hire presented, and policy reviews presented.

Financial services negotiations team meeting was set for before the February board meeting.

A motion to adjourn at 8:28 pm was made by Sprock, seconded by Fugitt, and carried 4-0.