

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for a work session on Thursday, April 4, 2024 in the community room in the GLR central office building in George. President Austin Lloyd called the meeting to order at 4:00 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, and guests Valecia West and Grundmeyer Leader Services represented by Dave Black.

A quorum was established. Interview teams were discussed for a potential of 16-24 per group with a principal represented, Dan, Reid, staff from each building level with veteran and new teachers represented, education association representatives, and community members with focus of avoiding the same families, a balance between ages, genders, all activities represented, and diversity were recommended. Further discussion was to have 3 teachers in each group with veteran and new teachers involved, 2 support staff, and 4 students mixed between classes with all activities represented. Those who requested to be part of the interviews were recommended for committees. A list of board suggestions was provided with the principals providing the recommendations of staff and student committee members to the board. Community members possibilities were discussed with President Lloyd reaching out to those recommended for the interview team list to determine availability and willingness to participate in the April 16 interview process.

Potential bond projects were discussed including solar project with possibilities for credits and rebates, MS/HS replacement of all windows to original larger size, MS/HS front entrance and office receiving moving 2nd door entrance back and window and door directly to office for security and welcoming environment along with assisting to know where to go upon arrival, bathroom updates in all buildings to meet ADA requirements, and elementary HVAC with discussion of need for now or hold for future to avoid aging out at the same time. Remodeling CTE (Career and Technical Education) wing for modernization, coding programming, and robotics capabilities, updating the shop and equipment, and FACS kitchens to industrial standards moving to 2 kitchens instead of 3, and vo ag greenhouse were discussed. The need for teachers to champion projects was stressed. Additional projects discussed were an all-weather track to include community use with question if city would then assist with costs, concrete for the softball parking lot and alleyway, elevator updates, additional classroom space, all season training area for gym space for practices, and elementary playground updates. The need for awareness of bond perception and maintaining focus on education is important. Architect involvement is the starting point to meet state requirements. Additional discussions included landscaping around fields, updating bullpens, field irrigation, lounge area for students noting the possibility to open area between auditorium and new commons with windows for during the school day and maintaining quiet area needed. Staff feedback on master facility plan was discussed with it noted that all staff are requested to complete the budget request forms and submit during the budget process which is where some of the ideas were brought forward. Additional staff and community input, architect involvement and community forums in the future were discussed. Possible revamping parking lots and drop off and pick-up areas including possibly reversing the one-way street and focus on safer process were also discussed.

A motion to adjourn at 5:25 pm was made by Sprock, seconded by Mitchell, and carried 5-0.

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a public hearing on the proposed property tax rate on Thursday, April 4, 2024 in the community room in the GLR central office building in George. President Austin Lloyd called the meeting to order at 5:30 pm following the work session. 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, and guests Valecia West and Grundmeyer Leader Services represented by Dave Black.

A quorum was established. Public hearing on the 2024-2025 proposed property tax rate was held. No discussion or feedback was received.

A motion to adjourn the meeting was made at 5:34 pm by Mitchell, seconded by Sprock, and carried 5-0.

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a special meeting on Thursday, April 4, 2024 in the community room in the GLR central office building in George. President Austin Lloyd called the meeting to order at 5:35 pm following the work session. 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, and guests Valecia West and Grundmeyer Leader Services represented by Dave Black.

A quorum was established.

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

Superintendent Luxford recommended staff transfer of Lexi Olivera from special ed to a split middle school language arts (pending licensure) and special ed teacher. Resignations were presented from Amy Lyon, Spanish teacher and NHS sponsor; Greg DeBoer, assistant boys basketball coach; and Ashley Klaassen, high school language arts teacher. Luxford has reached out to area districts for potential shared teacher interests. There are applications received for positions also being followed up for next steps. Recommendation for hire of Melanie Harson for elementary special education teacher PK-2nd grade pending licensure was presented.

A motion to approve the consent agenda was made by Fugitt, seconded by Mitchell, and carried 5-0. Consent agenda included staff transfer of Lexi Olivera from special ed to a split middle school language arts (pending licensure) and special ed teacher; resignations from Amy Lyon, Spanish teacher and NHS sponsor; Greg DeBoer, assistant boys basketball coach; and Ashley Klaassen, high school language arts teacher; and recommendation for hire of Melanie Harson for elementary special education teacher.

Superintendent search survey results were reviewed with themes of recruits, hires, supports, develops, and retains effective staff members; effectively manages district resources; works effectively with school administrators to provide strong instructional leadership and mentoring and coaching building

administrative teamwork; questions designed to know knowledge of Iowa school finance and approach to learning; promotes a community of care and support for students, teachers, and staff; builds community and school relations while advocating for school needs; models the district's vision, mission, and core values while upholding clear expectations for self and others. Lack of input from staff was a concern expressed and noted as disappointing. Some confusion was expressed on the survey questions while others expressed ease of survey. Visibility is important within both communities and at events. Limited questions are able to be asked but can offer possible incentives in contract. SAI mentor, ongoing services for the superintendent and SBO, bonding experience or future look at facility projects can all be provided. Culture concerns and willingness to attack culture with needed work to be done was noted. Personality tests for finalists includes a 68-page report profile including anticipated behaviors when under stress. 12 total candidate applications were received with 11 in files as one pulled out as not qualified and one accepting another position for a total of 10 candidates to consider. Candidate profiles were reviewed without releasing identifying information. Formal interview schedule was reviewed for potential changes. Hiring update was noted dependent on if screening interviews are held and will include a press release with finalist names after allowing opportunity to announce to their districts. Press release will first be shared internally and then to the public the same method that will be used for the chosen candidate. Staggered releases will include the interview teams as a special thank you and recognition. Interview rooms were discussed with a check-in process and invitation to participate. Hospitality room will also be provided with snacks and waters for the candidate's spouses and families with community tours planned. A consistent representative for tours was recommended with Luxford agreeing to give tours.

A motion to enter closed session per Iowa Code Section 21.5 (1)(i) of the Open Meetings Law to evaluate the professional competencies of individuals whose hiring is being considered as requested by the individual was made at 6:18 pm by Fugitt, seconded by Johnson. Roll call vote was taken with Lloyd, Fugitt, Mitchell, Johnson, and Sprock all ayes, no nays.

A motion to return to open session was made at 8:28 pm by Johnson, seconded by Mitchell. Roll call vote was taken with Lloyd, Fugitt, Mitchell, Johnson, and Sprock all ayes, no nays.

A motion to adjourn was made at 8:30 pm with a motion from Fugitt, seconded by Johnson, and carried 5-0.