

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular monthly meeting on Monday, March 18, 2024, 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, 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 and Dave Versteeg.

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

Superintendent Luxford recognized Jazz Band for qualifying for State Jazz, Individual All-State Speech nominations, Mrs. Aeikens and staff for literacy night, teachers for parent-teacher conferences, and the FCCLA for their state competition.

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

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

Lloyd recognized the Grundmeyer search firm who presented on the superintendent search process. Currently there are already 3 candidate applications in the GLR superintendent search noting we are in the 2nd stream for superintendent searches so anticipating a lower number of applicants with applications closing March 30. The search process will include a district stakeholder survey, developing desired qualifications for the position, and establishing timelines. Candidate review meeting will present all applicants to the board in tiers, followed by a screening process with selected candidates having a zoom interview for about 30 minutes, and ending with a formal interview process with mixed interview teams chosen by the board. Candidate review table with disclosures of confidentiality, reference summaries, social media and licensure searches will be completed. Exploring sharing superintendent as an option has also been done. The board can determine the process. Potential interim superintendents for a 1-year transition is also an option if candidates are not considered or approved. Stakeholder survey invitation with information gathered from communities, staff, and students will be March 19 – March 28. Survey data is provided to an outside firm for a data report to be presented during the review of candidates. April 4 was set for a closed session to review the complete candidate pool. April 16 was set for the formal interviews. Salary range and benefit package was discussed noting with a smaller pool competitiveness will be needed. Superintendent or Iowa Administrative experience need, sharing options perspective with potential sharing if salary is not within range, and need for principal guidance concern with a part-time superintendent were discussed. The candidate pool is usually a common pool with candidates also applying for other superintendent openings. Luxford will spend time with the candidates and assist with touring the communities. Search firm will assist with job offer and pre-negotiation form from candidates, announcement of new hire, Donovan group video introduction to the community, and successful start including a July onboarding process with ISFLC for the Superintendent and School Business Official, presentations for 1st 90 days on the job, and a guided superintendent evaluation if chosen.

Aeikens left briefly from 6:35 -6:40 pm. Board recommendations for interview teams will need to be presented by April 4 with board sending suggestions to Bonestroo. Grundmeyer representatives left the meeting. Brief recess was taken at 6:50 pm until 6:55 pm.

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

A motion to approve the financial reports was made by Fugitt, seconded by Johnson, and carried 5-0. Proposed property tax rate was shared with the new budget process to include property tax mailings from the auditor's office as part of the new state law requirement.

Superintendent Luxford shared IASB board briefs and legislative updates with state SSA at 2.5% and the minimum new teacher salary passing through the House with both awaiting the Senate approval and then to the Governor. Supplementing current teacher salaries if minimum teacher salary is passed is a concern. House and Senate minimum new teacher salaries are different. Sustainability is the biggest concern, along with the funding and continued funding for the long-term effects including the impact to those not affected are the biggest concerns. Everyone is valued but the differences will be tough on staffing. New minimum hourly rate is also proposed in legislation. Superintendent search posting was reviewed with feedback requested. Current job openings were shared with discussion of current negotiations and the need to come to a tentative agreement.

Principal Aeikens reported for both her and Glanzer's buildings with parent teacher conferences and upcoming ISASP testing the week of April 8. Elementary literacy night was well attended thanking food service, custodians, secretary, and all teachers for the planned centers as well as the public librarians for participating and all the families in attendance. Elementary is preparing for Kindergarten roundup March 27. Preschool registration is open with tentative numbers of 30 potential students with some of them on the homeschool list with a limit of 20 preschoolers per session. Activities report included the War Eagle Conference academic banquet, 8th grade career day, 5 students qualifying for individual all-state speech, jazz band competing at state jazz, spring sports starting, and Swing Show April 5 & 6.

Fugitt reported on School Improvement Advisory Committee (SIAC) with good attendance discussing academics, building projects, and how committee felt about academic progress, communication, and what the district could do better. Good feedback was given recognizing committee members and students. Suggestions were shared for improvements such as preparing for life after high school in any pathways with more apprenticeship opportunities needed, class scheduling and timing of courses ensuring the foundational classes are taken for prerequisites, higher level courses availability, 1:1 meetings needed with counselor or potential advisors or upperclassmen to assist with schedules, dual enrollment classes, and college class awareness with follow through and communication to parents needed for proposed classes. Enrollment projections were discussed and the ramifications of open enrollments for the district including past reasons for open enrolling. Action items need to be implemented within the district from the SIAC meeting and reported back to the board. Facilities committee meeting is needed for bids for summer projects yet.

Superintendent Luxford reported on the LCRF internal grants. Screening process was discussed for items ordered with grants and requisitions. Aeikens reported vetting all books on requisitions prior to approving the requisition to review for appropriateness and grade level. A committee was recommended to review books prior to purchasing and then reading to check books before placing on the shelf. UNI cooperative agreement, AEA purchasing agreement, Timberline billing service, open enrollment out applications, insurance and benefit options for renewal, State National History Day trip, Premier IT consulting agreement were all presented.

Superintendent job description; Kim Dykstra staff transfer from special education to kindergarten; Reid Geerdes, assistant golf coach \$3,229; Kris Hamilton, assistant track coach \$3,229; Johnathon Schmidt, MS math teacher with contract of \$31,050 plus TSS with final amount pending negotiations and state legislation with a sign-on retention bonus of \$2,000 pending Iowa license; and no resignations were presented.

Policy reviews were presented for 605.02 Instructional and Library Materials Inspection and Display,

605.03E2 Reconsideration of Instructional Materials Request Form, and 605.03E3 Sample Letter to Individual Challenging Instructional Materials. Policy first readings were presented for 605.01 Instructional Materials Selection, 605.01R1 Selection of Instructional Materials, 605.03 Objection to Instructional and Library Materials, 605.03R1 Reconsideration of Instructional and Library Materials Regulation, 605.03E1 Instructions to the Reconsideration Committee, 605.03E4 Request to Prohibit a Student from Checking Out Specific Library Materials, 605.03E5 Request to Prohibit a Student from Accessing Specific Instructional Materials, 705.01R1 Purchasing Bidding - Suspension and Debarment of Vendors and Contractors Procedure, 705.01R2 Purchasing Bidding - Using Federal Funds in Procurement Contracts, and 707.05R1 Internal Controls – Procedures.

A motion to approve the consent agenda was made by Mitchell, seconded by Sprock, and approved 5-0. Consent agenda included internal LCRF grant applications, UNI cooperative agreement, AEA purchasing agreement, Timberline Billing agreement, open enrollment out applications, 2024-2025 insurance and benefit options, State National History day trip, Premier IT contract, staff transfers, recommendations for hire, policy reviews, and policy first readings waiving the second readings as presented.

Meeting dates were reviewed with a facility committee meeting added for Monday, March 25, 2024 at 5:30 pm in George. A work session will be held at 4:00 pm April 4 prior to the public hearing with a special board meeting to follow to include a closed session to review and screen superintendent applicants. Regular monthly board meeting will be April 15. April 16 superintendent interviews are planned with a special closed session board meeting planned for April 16.

A motion to adjourn at 8:25 pm was made by Sprock, seconded by Mitchell, and approved 5-0.