

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a work session on Monday, August 19, 2024 in the GLR community room in the central office building in George. President Austin Lloyd called the work session to order at 4:30 pm with the Pledge of Allegiance. Board members present were Austin Lloyd, Matt Mitchell, Jason Fugitt, Andrew Sprock, and Andrea Johnson. Also in attendance were Superintendent Amanda Miller, School Business Official/Board Secretary Cathy Bonestroo, Principal Karie Aeikens, and guests Valecia West and Lou Ann Gvist from Iowa Association of School Boards.

Opening statement was made by Austin Lloyd regarding the format of the board work session with no public comments. Lou Ann Gvist led the board development workshop focusing on learning together at the board table recognizing team dynamics, goals and accomplishments during the interactive workshop. Good teamwork characteristics were discussed along with the roles and responsibilities of the board as a governance role with a common understanding that the board is steering and the board delegates to the superintendent the management of the district with how to get the day-to-day work completed while enforcing policy. The chain of communication was shared for the district.

Recognizing the long-term view role of the board for the district and the focus on governance, trust, and collaboration were discussed. Difficulty to get back into governance role was recognized and that the board had too much involvement in the day-to-day operations with too many phone calls from staff members and the actions of pitting people against each other can't continue recognizing the roles in focusing on the wrong things. Trust, accountability, following-up on goals, and acceptance of responsibility were discussed reflecting on what has happened and moving forward. Staff and community understanding of board's governance role is needed and implementing the chain of communication sending communication back to proper roles in a professional correct manner with example of discussing first with the teacher, principal, superintendent, or coach, activities director, superintendent as examples. The Board's role is to hire the superintendent, govern, and evaluate the superintendent while developing a strong working relationship and developing district goals. Board meetings and process improvement and efficiencies were discussed. No surprises and info for one is info for all with questions received in advance is the expectation.

District priorities were discussed with focus having been on student learning with small class sizes at the elementary level, updating curriculum, providing environmental facility updates, monitoring data and reviewing student performance reports, and allocating funds to meet the priorities.

Long-term goals discussion for the superintendent to make happen revolved around student achievement, facility improvement, strong culture, and safety of students and staff. Expanding on the goals included discussion of teacher retention; physical, social, and emotional well-being of students and staff; purpose for every student; opportunities and action for student career opportunities; high expectations for all students no matter the path; operational sharing and the financial advantages; sustainability; and maintenance.

Summary of long-term goals were 1) resource management for facility maintenance and improvements, long-term facility plan, safety, and operational sharing; 2) strong culture for teacher retention, branding and marketing, safety of children and stakeholders, sharing about the district, student and staff connectiveness, and welcoming culture; and 3) student achievement with focus on social and emotional well-being, purpose for every student, and career opportunity and action.

Principal Glanzer arrived at 6:17 pm.

Strategies were discussed for short-term work for the superintendent with the reminder that no matter who is here, here's the focus of where we are going as a district. Board should have reports of what staff are doing for professional development and should receive key action and indicator reports. Quarterly evaluations should follow-up on clear goals and indicators for those goals. Clear high expectations and providing resources and conditions for success and support while holding the system accountable and learning together at the board table with maybe quarterly board work sessions were suggested.

The work session adjourned at 6:26 pm.

GEORGE-LITTLE ROCK COMMUNITY SCHOOL BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education held a regular meeting on Monday, August 19, 2024 in the GLR community room in the central office building in George. President Austin Lloyd called the meeting to order at 6:30 pm after the work session. Board members present were Austin Lloyd, Matt Mitchell, Jason Fugitt, Andrew Sprock, and Andrea Johnson. Also in attendance were Superintendent Amanda Miller, School Business Official/Board Secretary Cathy Bonestroo, Principal Karie Aeikens, Principal/Activities Director Tyler Glanzer, and guests Valecia West, Johnny Schmidt, Andrea Kelderman, Melanie Harson, Jessica Peterson, and Matt Dykstra.

New teaching staff were introduced as Johnny Schmidt, middle school math teacher and middle school cross country coach; Andrea Kelderman, part-time long-term sub for middle/high school English Language Arts while pursuing her teaching degree; Melanie Harson, TK-2nd grade special education teacher; Jessica Peterson, middle/high school English Language Arts teacher; Matt Dykstra, 7th-12th special education teacher; and unable to attend was Payton Mauldin, part-time middle/high school English teacher. Steve Weier is returning along with Russ Verburg to cover science positions. Advertisements will still take place for science and long-term sub positions and Spanish.

A quorum was established. No public comment forms were received, and no public comment was made.

A motion to approve the amended agenda was made by Mitchell, seconded by Sprock, and approved 5-0.

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

Sam Chase presented an option to buy down the wind/hail deductible from the new 1% deductible per building resulting in 6 figure deductibles to purchase a buy down wind/hail deductible of \$25,000 on 3 buildings per occurrence instead of per building for \$29,794.30 with \$8,052 savings with EMC. Taking on risk and the impact with the HVAC project on the funds were discussed. A \$50,000 deductible buy-down quote was requested.

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

A motion to table the financial reports was made by Sprock, seconded by Johnson, and approved 5-0.

Superintendent Miller shared IASB convention dates in November encouraging board attendance and current job openings.

Principal Aeikens thanked custodians, summer school help, bus drivers, and secretaries for their work and recognized new staff. Preliminary preschool through 6th student count is 234 (up from 232 last year) with 30 preschoolers. Ed Camp focused on teamwork and technology. Professional development with AEA focused on teacher clarity and classroom management with modules with the AEA during the year.

Elementary building goal focus is on social and emotional learning with implementing the AEA strong brains program of in depth trauma informed training.

Principal Glanzer thanked credit recovery and ESY staff, recognized Lexi Olivera for moving to cover 4 periods of reading and remainder teaching special education, and recognized science teacher returns of Weier and VerBurg. Building goal now is to be ready from the project with a final list being created with going through the building for what is still needed. Staff schedules are falling into place. Middle school/high school building goal is again growing intervention time from middle school to high school. Awareness of legislation and attendance regarding chronic absenteeism and documentation needed. Phones have also been part of discussion as a tough battle with balance of taking away distractions from learning and problem-solving skills and the impact for the students and the believed need for communication.

Activities fundraiser list was presented for approval noting coaches should know if not on the approved list, then need prior approval from the board. Fall sports media day, August 26 first home event, and middle school fall sports start on original practice dates were shared. Athletic association is moving boys golf to the fall was shared with concerns expressed.

Subcommittee report updates were shared. Addition of Dawn Gisolf as part-time substitute school nurse through September 16 at which time position will be re-evaluated, facilities project manager for final punch list for needed HVAC completions, flooring in lunchroom has a few additions needed, no updates on ADA bathrooms or shower columns dividers for men's locker room, dishwasher ready to install, elementary oven is installed, elementary fencing safety grant now has 3 needed bids or non-responses required with bid presented from Michael's Fencing for \$26,970 and \$2,183 change order to meet the fire marshall requirement of a handicap panic bar, adding a gate to the northside of the playground. Still needed is a bid for the concrete with sidewalk needed due to number of entrances from building. Sidewalk will be from the basketball court to the north walk-through gate about 10' from the building. Potential bond discussion will be held with electronic meeting with DeNoble and capital projects committee for assessment package. Policy committee meeting will be scheduled regarding process for policies. Operational sharing meeting will also be scheduled. Program sharing committee for program sharing between Central Lyon and Boyden-Hull and discussion with Boosters for possible meeting for electronic scoreboard.

Spanish classes will be offered through online platform of Edgenuity for first semester and continue to explore additional options with Iowa licensed Spanish teacher. 2024-2025 calendar beginning discussion with calendar action brought to September meeting after required public hearing with adjustments needed for first semester hours shortages with anticipated moving 1st semester end to after winter break. Biggest change for families will be proposal to move original January 2 teacher work day to a student day for kids with January 16 a teacher work day. Open enrollments were presented with 1 open enrollment in staying at GLR after moving and 4 students open enrolling out of district.

Recommendations for hire were presented for Rosalie and Arlan Arends, substitute food service \$12.75/hour; Dawn Gisolf, part-time substitute school nurse at 10 hours/week \$40/hour through September 16 at which time will be re-evaluated, and Katie Sterneke, special music accompanist at \$20/hour.

Policy first readings were presented noting some new policies. Policies presented were 200.04 Board Member Social Media Engagement with need for awareness of representing the district, 206.03 Secretary-Treasurer, 401.06 Limitations to Employee References, 402.03 Abuse of Students By School District Employees, 501.03 Compulsory Attendance, 501.14 Open Enrollment Transfers Procedures as a Sending District, 501.15 Open Enrollment Transfers Procedures as a Receiving District, 502.06 Weapons, 502.06R1 Weapons Regulations, 505.02 Student Promotion Retention Acceleration, 603.01 Basic

Instruction Program, 607.02 Student Health Services, 710.01 School Nutrition Program, 801.03 Education-Specifications-for-Building-Sites, 803.02 Lease Sale or Disposal of School District Buildings Sites, and 905.03 Weapons in the School District. Policies to rescind as no longer applicable or rolled into other policies were presented for 501.09E1 Student Absences – Excused, 501.10 Truancy, and 501.10R1 Truancy - Unexcused Absences Regulation.

Discussion was held on policy 501.15 for receiving district option to not support neighboring districts to pick up in district and bring back for a second reading. Policy 905.03 recommendation for paragraph 2 for future decision and bring back to the board.

A motion to pull Policies 501.15 and 905.03 from consent agenda was made by Fugitt, seconded by Johnson, and approved 5-0.

A motion to table 23-24 activity deficit transfers with awaiting some additional invoices was made by Johnson, seconded by Fugitt, and approved 5-0.

A motion to approve consent agenda was made by Mitchell, seconded by Fugitt, and approved 5-0. Consent agenda included 2024-2025 fundraiser requests, open enrollment in, open enrollment outs, elementary fence bid and change order, recommendations for hire, policy first readings, and policy rescindings as presented.

A motion to table the buy down insurance deductible option until additional information was received was made by Mitchell, seconded by Johnson, and approved 5-0.

A motion to approve the 1st readings with recommended changes for policies 501.15 and 905.03 and bring back for a second reading with changes discussed was made by Johnson, seconded by Fugitt, and approved 5-0.

A motion to adjourn was made at 7:46 pm by Fugitt, seconded by Johnson, and approved 5-0.