

GEORGE-LITTLE ROCK COMMUNITY SCHOOL

BOARD OF EDUCATION MINUTES

The George-Little Rock Board of Education met for the regular board meeting on Monday, November 25, 2024, in the community meeting room in the GLR central office building in George. President Austin Lloyd called the meeting to order at 5:53 pm following the annual and organizational meetings. Board members present were Austin Lloyd, Andrew Sprock, Jason Fugitt, and Matt Mitchell. Andrea Johnson was unable to attend. Also in attendance were Superintendent Amanda Miller, School Business Official and Board Secretary Treasurer Cathy Bonestroo, Principal and Activities Director Tyler Glanzer, Principal Karie Aeikens, and guests Jason Eygabroad with Beck Engineering, Kim Dykstra, and Valecia West.

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

Superintendent Miller recognized Frontier Bank with Sheila and Ashlee serving the board and attendees a meal prior to the meeting, George High School Class of 1969 for the Dan Nicholson athletic memorial donation with class arrangement to donate to GLR when classmates pass away to the activity in which the classmate participated, Premier Communications for their donation, and FACS for the Iowa Beef Grant and Iowa Pork Producers Association for the coupons.

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

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

A motion to approve the bills was made by Fugitt, seconded by Mitchell, and carried 4-0. Some checks were noted as on hold with approval presented and payment to be sent later. Checks on hold are for Agency 212 as evaluating website usage and what the subscription covers and Van't Hul noting surprise bus repairs over \$9000 with no communications and concern of many repairs to buses just purchased last year with process being addressed. Hudl increased package costs were discussed that the AD package allows more storage, unlimited library for taping, Hudl assist now included, and livestreaming camera now available for fans. War Eagle conference includes the Hudl focus camera which helps coaches with no filming or camera needed as automatically uploaded and will also include Hudl fan software for livestreaming with phasing out the NFHS contract. Fees include everything in the package and no subscription charge for livestreams with Boosters agreeing to reimburse the district for the costs.

A motion to approve the financial reports was made by Sprock, seconded by Mitchell, and carried 4-0. Bonestroo reported receipt of TPRA funds, safety grant reimbursement for fence received, and shop doors submitted but not yet approved for safety grant as still gathering needed info. Alliant Energy electric increase notice was received for 12.7-15% resulting in a request made to review the district account, rates, and efficiencies with energy audit approved and conducted. Reports are expected soon with elementary building still building information with a plan over time for new equipment. Other buildings were approved by Alliant to return with good equipment in place and efficiencies needing to be reviewed and will work with maintenance on implementation for control audits and programming controls with scheduling for maximizing efficiencies. Discussion was held regarding possible metering change with the energy audit. Alliant rebate was retroactively approved for the HVAC project noting previous construction meetings sharing no rebate was available. Rebate amount is unknown yet and information required has been requested with assistance from maintenance needed. Flex funding was part of

negotiations for staff salary increases which is currently just over \$40,000 from Flex funding using TLC and/or TAG funds as both are fully implemented and covered with excess remaining.

No IASB communication was received or presented. Miller thanked Mitchell for also attending the IASB convention. Meetings attended were Simbli for better board meeting system and assistance with policies and school safety seminar on whole district holistic approach was very interesting for facility and capital projects moving forward for safety and functionality for the district. Marketing and branding of district discussed website, social media presence and business to work with the district for social media posting calendar for increased presence with academics focus besides just athletics for marketing the district better. Tactful approach for praising and effective communications and continuous improvement for student success seminars were also attended. Keynote speaker presented on transforming school culture.

GLR job openings were shared with continued advertising for some positions due to license issues for those filled with continued interviews conducted. Iowa school performance profiles were shared with summary chart presented from 2018 to current results noting the state has changed their metrics several times. Board was given homework to bring chart back to the next meeting with questions. Building classifications were also discussed with how we received multiple safety grant buildings for 4 buildings based on past building structure of classes and discussion of MS classification and future evaluation of building grade levels for MS. After the safety grant, possibly after December 2025, there will be further building grade levels discussion in the future. Miller is working on press release and material for school website and celebrated at the elementary for their profile results. Elementary building rallied for good track of improvements from previous years priority needs assistance status to commendable performance level. HS level stayed steady. MS with 7th and 8th graders only for the building make-up noting how the impact of just a few students with a small representation can impact district scores. What does it look like post December 2025 for class structure will be discussed in the future with performance profiles.

Principal Aeikens thanked the Presbyterian church for extra clothing donated to the building to use as needed for elementary students. Aeikens reported 92% fall parent teacher conference attendance, Iowa State University Extension Clover Kids program for 2nd and 3rd graders, homecoming dress up days, 5th grade DARE graduation December 2, winter concert December 12, fall fundraiser success sold more with higher profit than the last 5 years with sales of just short of \$25,000 with profit just over \$10,000, and high performing elementary student performance profile.

Principal Glanzer reported juniors took ASVAB tests, Veteran's Day Program with good community attendance, TAG participation in Know Your Constitution with results if qualify for regionals or nationals not yet received, parent teacher conferences Thursday good night vs Monday's attendance, state report cards notice of higher scores but different designations scoring due to more points tested, 2nd quarter mid-terms after Thanksgiving, and homecoming moved to December. Activities report included MS boys basketball and MS girls wrestling half-way through their seasons, winter concert December 16, and HS girls and boys basketball and wrestling are just started. State association update was given that golf remains in the spring. State noticing state-wide decrease in numbers state-wide for girls' basketball participation with Girls Union change made for total of 42 games allowed with 21 JV and 21 varsity games now allowed vs previous 21 games allowed which assists with numbers and injuries. Boys Association made clear that they are not following the same rule.

Board committee reports were shared. Financial/personnel committee projections and planning were presented showing graphics with the impact of the enrollment decrease of 40 students noting the importance of principals communicating and awareness of enrollment situation changes for projections and the impact for the district. Projections always an important focus with Amanda and Cathy spending

time on this and possibility of operational sharing impact included in the information and graphs shared. Pay increase was requested for not having insurance for pay in lieu of insurance with committee confirming continuing with no offer of pay in lieu of insurance or pay increase offered. Early retirement was discussed for possible early retirement offer and eligibility for retirees providing district financial assistance with the enrollment decrease. Eligibility for early retirement was discussed. In addition to the cost savings discussion was the ability for the district to be in the best possible spot for hiring high quality staff to replace retirees. Early retirement package of \$24,000 into a health reimbursement arrangement split over 3 years was proposed with hard deadline of January 2, 2025, allowing earlier posting of job openings with up to 5 eligible early retiree applications being accepted. Later retirements would be accepted but not eligible for retirement package with the hard deadline followed. The financial hope is district savings with replacement staff with less costs to the district and shared retirement package payments are from the management fund allowing savings to the general fund with transitions to new staff.

Facility capital projects committee shared the HVAC project with punch list items still needing to be completed with continued HVAC issues. Ahlers & Cooney is involved with K & B proposal for \$22,000 in liquidated damages with district proposal of \$70,000 for the \$1000 per day liquidated damages fees. An official proposal letter will be drafted with the next step of mediation. Miller expressed thanks to the board in reviewing the different facility assessment companies. Facility assessment company recommendation for master planning services is Beck Engineering for \$19,750 contract fee. Miller expressed importance of focus for assuring GLR is not just here the next 10 years, but the next 50 years and must be proactive as a district with planning. Safety grant project bids were presented with recommendations for Safe 'N Secure access control bid of \$19,949.75 and Safe 'N Secure camera bid for \$50,220.81. E3 notification system for 3 years commitment for \$11,000 with app to notify all adult workers in the building for items such as fire alarm and reporting in at emergency area and all safe or ability to report missing students including immediate way to communicate with law enforcement and teacher's ability similar to tier levels to place green or red codes and map out the building. Communications would be by levels with electronic communication and mapping of location with GPS type mapping for the district in current time. Vogel door replacements including installation bid was recommended for \$54,550.00. Marketing committee discussed website and branding. Policy committee presenting policy readings. SIAC will be scheduled in December. Discussion was held regarding board representation with the Booster Club with Jason Fugitt volunteering.

Superintendent Miller presented LCRF internal grant from Bethany DeBoer, snow removal bid as only bid received and snow removal agreement with Mitchell and Huss, NCC TPRA student sponsorship agreement, 2024-2025 senior privileges, fundraiser requests for cheerleading and CTSO groups, two open enrollment out requests for the best interest of the students, and SBRC application for \$59,373 for open enrollment out increase for spending authority but no funding.

Broadway Bound fine arts trip request was presented which was traditionally done every 3 years with Miller supportive of the trip experience but clarity is needed regarding if it is considered a school trip or not a school trip. Clarification is if it is a school trip and fundraising is through the school we are required to follow the law including equitable fundraising and background checks for chaperones and any adults attending and still awaiting answers to the questions sent out which also included who is heading the trip organization, and general categories of trip attendees with all the info needed to proceed. Glanzer shared past trip leader is no longer a staff member but has been approached about another trip which she had no intention of continuing. Glanzer shared fundraising and transportation was through the school in the past with a lot covered by the travel agency with accounts set-up through the travel agency with

organizer the point of contact for the travel agency but still is a big undertaking for person with no willingness of staff to take on organizing the trip. Glanzer reported Tim does not want to take on full responsibility of organizing the trip with question if Carstensen was asked with confirmation he was not asked. There is interest in the trip and have someone willing to handle organizing the trip but they are no longer a school employee with agreement communicated and continuing with previous people at the travel company. Discussion was everyone wants to support the opportunity for students, but determination is needed if school trip or not and need to follow laws surrounding equitable fundraising and background checks requirements. The timing was a concern and if approval could be delayed to the next board meeting or a special board meeting for decision. Understanding was expressed that flights are currently being booked with ability to cancel flights but answers needed and fundraisers would be delayed if decision is not made with them already behind in the planning and preparations. If not a school trip then cost will need to be added for school use and driving attendees to the airport similar to daycare trips. Glanzer shared trip was not planned and nothing booked but previous staff member was approached. If not a school trip, then fundraising group is needed to channel the money through with concern of where the money is going and potential consequences. Adults designated as chaperones had a reduced or free rate for trips in the past. Students must know where they are with fundraising and costs with regular reports from the trip leader keeping track of fundraising and changes must be communicated for how everything is handled. In the past company applied fundraising based on individual fundraising vs equitable fundraising which that practice is against the state laws and had been addressed. If run through a separate account, GLR name or logo should not be associated if it is not a school trip. Booster Club was questioned if they could be involved. Money through the school then it is a school trip was discussed for moving forward. Time is of essence with concern of recommendation either way expressed until all of Miller's questions are answered. Moving forward as school trip ok with fundraising equitable through the school and background checks followed. Planning and guidance for new organizer and turnover of planning binder prepared from past experiences with several needing to assist. Sandbulte is helping behind the scenes and discussion to move forward as a school trip with background checks and equitable fundraising with both Bonestroo and Aeikens volunteering to take over organization of trip if needed.

Recommendations for hire were presented for Kate Nagel as MS girls basketball coach for \$2,817 with volunteer coaches recommended of Payton Mauldin and Johnny Schmidt as volunteer girls and boys basketball coaches.

Policy first readings were presented for Policies 704.01 Local-State-Federal-Miscellaneous Revenue, 704.02 Debt Management, 704.02R1 Debt Management-Post Issuance Compliance Regulation for Tax-Exempt Obligations, 704.03 Investments, 704.04 Gifts-Grants-Bequests with additional wording presented, 704.05 School Activities Fund, 704.06 Fundraising Within the District, 705.01 Purchasing-Bidding, 705.01R1 Purchasing-Bidding-Suspension and Debarment of Vendors and Contractors Procedure, 705.01R2 Purchasing-Bidding-Using Federal Funds in Procurement Contracts, 705.02 Credit and Procurement Cards, 705.03 Payment for Goods and Services, 705.04 Expenditures for a Public Purpose, 705.04R1 Use of Public Funds Regulation, 706.01 Payroll Periods, 706.02 Payroll Deductions, and 706.03 Reduction in Employee Pay. Policies recommended to rescind as should have rescinded when policy was updated in 2022 were Policy 407.06E1 Early Retirement Acknowledgement of Receipt, 407.06E2 Early Retirement Insurance Options, and 407.06E3 Early Retirement Application

A motion to approve the consent agenda was made by Sprock, seconded by Fugitt, and carried 4-0. Consent agenda items included approval to deny pay increase request and deny pay in lieu of insurance, approval of early retirement package offer, facility assessment company of Beck Engineering for \$19,750, Safe 'N Secure access control bid of \$19,949.75, Safe 'N Secure camera bid \$50,220.81, E3 notification system for 3 years commitment for \$11,000, Vogel Paint & Glass door bid of \$54,550, Bethany DeBoer

LCRF grant request, NCC TPRA sponsorship agreement, 2024-2025 senior privilege request, fundraiser requests for cheerleading and CTSOs, open enrollment out requests, Broadway Bound as school sponsored trip with equitable fundraising and background checks required, recommendations for hire and volunteer coaches, policy first readings waiving second readings, and policy rescindings as presented.

A motion to approve the snow removal bid and snow removal agreement with Mitchell and Huss was made by Fugitt, seconded by Sprock, and carried 3-0 with Mitchell abstaining.

A motion to approve the SBRC application request for MSA for open enrolled out student not on prior year in the amount of \$59,373.00 was made by Fugitt, seconded by Sprock. Roll call vote was taken with Lloyd, Fugitt, Mitchell, and Sprock all ayes, no nays. Motion passed 4-0.

A motion to adjourn at 7:22 pm was made by Fugitt, seconded by Mitchell, and carried 4-0.