

Minutes of Meeting
Griswold Community School District Board of Education
April 15, 2019

The Board of Education met for its regular meeting on Monday, April 15, 2019 in the Middle School/High School Library (*change of location was due to damage after a water pipe broke in the Central Office*). Aaron Houser called the meeting to order at 5:30 pm. Board members present were Scott Hansen, Erika Kirchhoff, Heather Pelzer, Rob Peterson, Scott Peterson, and Don Smith. Also present Superintendent David Henrichs, Business Manager/Treasurer Dan Rold, Board Secretary Nancy Taylor, Elementary Principal Nigel Horton, Secondary Principal Katie Elwood, Student Representative Reece Peterson, Matt Chumbley (Estes Construction), and various patrons and visitors.

Reading of Mission Statement President Houser read the school mission statement "*The mission of the Griswold Community School District, in partnership with our families and communities, is to provide leadership for positive change to ensure the best learning opportunities for everyone in a safe and caring environment.*"

Approval of Agenda R. Peterson made a motion to approve the agenda with the addition of item #36 Approval of Updated 403(b) Plan Document with US Omni (D.R.), and item #37 Determine and Set Date of Special Meeting to Discuss Head Coach Softball Position and Possibly Issue Contract. Kirchhoff seconded and motion carried all ayes.

Public Input Several patrons and visitors spoke regarding the opening for a head softball coach. Board thanked them for attending, and for their comments.

Superintendent's Report Thank you card was passed around. Month in review reports from superintendent, elementary principal, secondary principal. No board learning opportunities.

Consent Agenda A motion to approve the consent agenda was made by R. Peterson. Hansen seconded and motion carried all ayes. Included in the consent agenda: approval of minutes of March 18, 2019 meeting, financial statements, and monthly bills. Under personnel: **New hires:** Jessica Moore as Kindergarten Teacher (2019-20), Aaron Ware as Assistant JH Track Coach (2018-19 and 2019-20), and Nancie Platt as Behind the Wheel Drivers Education Instructor (Summer 2019). **Resignations:** Bob Gross from Head HS Girls Basketball Coach and Head HS Softball Coach (effective immediately), Stephanie McIntire as HS SPED Teacher and P.D. Facilitator (effective at end of 2018-19 school year), and Sue Mortensen as Substitute Teacher (effective May 1, 2019). **Transfers** include Sandy Nelson from MS/HS English Teacher to 7/8 FTE Instructional Coach (\$7,000 stipend) and 1/8 FTE HS English Teacher (effective 2019-20 school year); Helen Riley from Lewis Media Paraprofessional to MS/HS Media Paraprofessional (effective 2019-20 school year).

Old Business

KPE / Estes Update Matt Chumbley with Estes Construction updated the board on progress with the elementary addition. Putting carpet in the classrooms and hallways, starting on the gym floor, everything looks good and moving right along. A major concern is there is no cooling in the vestibule area. Solution would be to do a split from the conference/board room for cooling.

Board Policies – Second Reading Hansen made a motion to approve Superintendent's recommendation to waive the second reading and approve board policies 711.4, 711.5, 711.6, 711.7, 711.8, 711.9, 711.10, 712, 712.R1, IASB Updates – 204, 401.6, 504.3, 504.3R1, 505.8, 505.8R1. S. Peterson seconded and motion carried all ayes. (*Any changes made to a board policy will be attached to the original copy of the minutes, and available for review at the central office.*)

School Culture Update Update from Aaron Houser and Ericka Kirchhoff: decided to do the website in-house, are still trying to figure how to do the mobile app, working on hardware platform, and placing televisions around the building for information purposes for students and parents. Nigel Horton presented a slide presentation on examples of a Griswold school logo, and slides from the School Branding Trip several teachers and students took to Ballard Huxley School and Van Meter School.

Board took a break from 7:23 pm – 7:36 pm.

New Business

Approval of Change Orders Matt Chumbley with Estes Construction reviewed the change orders. Some of the changes included: addition of doors, change cabinet color to blue, painting auditorium ceiling, change baby stations, acoustical ceiling, prep existing media center for Ideal Floors, frame, door and hardware, and additional costs for the hollow metal doors and frame. Hansen made a motion to approve the change orders as presented. R. Peterson seconded and motion carried all ayes.

Approve List of 2019 Graduates S. Peterson made a motion to accept the list of 2019 graduates pending completion of all graduation requirements. Pelzer seconded and motion carried all ayes.

Discussion and Possible Action On Middle School Athletic Practice Schedule for 2019-2020 Currently 6th, 7th, and 8th grade practices are held during 8th period, with 7th and 8th graders having practices that extend into after school hours. After a lengthy discussion Hansen made a motion to move middle school practice to after school starting 2019-2020. S. Peterson seconded and motion carried all ayes.

Consider Approval of Resolution Requesting the IGHS AU and the IHSAA Reconsider Classification System Director Scott Peterson introduced and caused to be read the Resolution hereinafter set out and moved its adoption;

seconded by Director Rob Peterson after due consideration thereof by the Board, the President put the question upon the adoption of said Resolution and, the roll having been called, the following Directors voted: Aye: Scott Hansen, Aaron Houser, Erika Kirchhoff, Heather Pelzer, Rob Peterson, Scott Peterson, and Don Smith. Nay: none. Whereupon the President declared said Resolution duly adopted as follows:

RESOLUTION

WHEREAS, the Griswold Community School District's Board of Directors feel the need for the IGHS AU & IHSAA to begin the process for modifications of how schools classified for district and state tournament competitions, and,

WHEREAS, the IGHS AU & IHSAA recognize the challenges public school districts face when competing with certain private schools with similar enrollment, and,

WHEREAS, all students deserve a level playing field and fair opportunity to strive for success at a competitive level, and,

WHEREAS, recruitment of students and engagement in activities is further hampered by continued lack of success due to an unlevel playing field, and,

WHEREAS, there is a state and community public purpose in ensuring that students from low-income families and communities have every opportunity to engage in activities at school that build confidence, competence, teamwork skills, goal setting, leadership abilities, and caring adult relationships and peer supports that inspire motivation to succeed academically, and,

WHEREAS, the IGHS AU & IHSAA must recognize that low poverty levels of students and community impact the ability of school districts to be competitive with other similar sized schools on a regular basis to deliver those ends to all students, and,

WHEREAS, Iowa public school leaders request leadership and action from IGHS AU & IHSAA to begin to address these inequities in school classification in a way that is transparent and fair for Iowa public school districts,

NOW, THEREFORE, be it resolved by the Board:

Griswold Community School District's Board of Directors call for a commitment from the IGHS AU & IHSAA Board of Control and Executive Directors to convene a committee to seriously evaluate the competitive needs of students and schools in order to experience success and the inequities inherent in a system based solely on enrollment size without consideration of family and community capacity for support and make a recommendation to a joint board of both associations to resolve this issue in the 2019-2020 school year.

Passed and approved this 15th day of April 2019.

Board Policies – First Reading First reading of board policies 800, 801.1, 801.2, 801.3, 801.4, 801.5, IASB Updates – 401.7, 401.10, 401.12, 401.12R1, 704.5, 705.4, 705.4R1, 707.5, 707.5R1, 905.1.

Approval of Snow Day Make Up Plan R. Peterson made a motion to approve the last day of school for students as May 31st and the last day for staff June 5th. Kirchhoff seconded and motion carried all ayes.

Consider Approval of Employee Benefit Adjustment As kitchen staff is short handed due to medical issues, and substitutes are hard to find, S. Peterson made a motion to allow Kay Lary to carry over any unused personal days to 2019-2020. Smith seconded and motion carried all ayes.

Consider Approval of AEA Purchasing Agreement Hansen made a motion to approve the AEA Purchasing Agreement for 2019-2020. Kirchhoff seconded and motion carried all ayes.

Approve Master Contract for GCEA R. Peterson made a motion to approve the master contract with GCEA for 2019-2020 (*no money added to the base wage and no advancement of step*). Pelzer seconded and motion carried all ayes.

Accept GCEA Human Resource Handbook Hansen made a motion to accept the GCEA Human Resource Handbook (*changes included: no money added to base pay, health insurance, personal leave, summer professional development, and RIF procedures*). Smith seconded and motion carried all ayes.

Approve Master Contract for School Based Interventionist R. Peterson made a motion to approve the Master Contract for School Based Interventionist (*no movement, contract length same as teachers*). S. Peterson seconded and motion carried all ayes.

Accept School Based Interventionist Human Resource Handbook S. Peterson made a motion to accept the School Based Interventionist Human Resource Handbook (*changes to personal leave and insurance amounts*). Pelzer seconded and motion carried all ayes.

Approve Master Contract for Technology Coordinator R. Peterson made a motion to approve the master contract for Technology Coordinator (*no changes*). Kirchhoff seconded and motion carried all ayes.

Accept Technology Coordinator Human Resource Handbook Hansen made a motion to accept the Technology Coordinator Human Resource Handbook (*changes to personal leave and insurance amounts*). R. Peterson seconded and motion carried all ayes.

Approve Master Contract for Non-Certified Staff S. Peterson made a motion to approve the master contract for non-certified staff (*no changes*). Kirchhoff seconded and motion carried all ayes.

Accept Non-Certified Human Resource Handbook R. Peterson made a motion to accept the non-certified human resource handbook (*no changes*). Pelzer seconded and motion carried all ayes.

Terminate Contract of Probationary Teacher Superintendent explained the process for terminating a

probationary teacher's contact. After discussion R. Peterson made a motion to approve the recommendation to terminate the contract for Kelly Williams (MS/HS Science Teacher) at the end of the 2018-2019 school year. Hansen seconded and motion carried all ayes.

Approval of Contract Renewals for Certified and Non-Certified Coaches/Sponsors, Administration, Quasi Administration, and Support Staff Hansen made a motion to approve the contracts for certified, non-certified coaches/sponsors, administration, quasi-administration, and support staff as presented. R. Peterson seconded and voting aye: Hansen, Houser, Kirchhoff, Pelzer, R. Peterson, and Smith. Voting Nay: S. Peterson.

Set Contract Issue and Return Dates Hansen made a motion to set issue date of April 23rd and return date of May 13th at noon for certified, non-certified coaches/sponsors, administration, quasi-administration, and support staff contracts. Pelzer seconded and motion carried all ayes.

Approve the 2019-2020 Middle School/High School Vocal Teacher Sharing Agreement with Villisca Hansen made a motion to approve the Middle School/High School Vocal Teacher sharing agreement with Villisca for the 2019–2020 school year. Kirchhoff seconded and motion carried all ayes.

Approve the 2019-2020 Elementary Guidance Sharing Agreement with Riverside R. Peterson made a motion to approve the Elementary Guidance sharing agreement with Riverside for the 2019–2020 school year. Kirchhoff seconded and motion carried all ayes.

Approve the 2019–2020 Elementary Art Teacher Sharing Agreement with CAM Hansen made a motion to approve the Elementary Art Teacher sharing agreement with CAM for the 2019–2020 school year. R. Peterson seconded and motion carried all ayes.

Approve the 2019-2020 Transportation Director Sharing Agreement with Atlantic S. Peterson made a motion to approve the Transportation Director sharing agreement with Atlantic for the 2019-2020 school year. Pelzer seconded and motion carried all ayes.

Approve the 2019-2020 Industrial Technology (Program) Sharing Agreement with Atlantic Kirchhoff made a motion to approve the Industrial Technology (program) sharing agreement with Atlantic for the 2019-2020 school year. Pelzer seconded and motion carried all ayes.

Approve the 2019-2020 School Business Official Sharing Agreement with Riverside R. Peterson made a motion to approve the School Business Official sharing agreement with Riverside for the 2019-2020 school year. Kirchhoff seconded and motion carried all ayes.

Approval of Resolution of Intent to Sell Property At a meeting held on the 15th day of April, 2019, the following Resolution was presented to the Griswold Community School District:

RESOLUTION:

WHEREAS, the Griswold Community School District, successor of the Consolidated Independent School District of Lewis, is the owner of certain real property hereinafter described which real property is not being used in any way by said School District and no contemplated use thereof by the School District can now be foreseen; nor is it contemplated that said real property will ever be of any substantial value to said School District; and

WHEREAS, the School District has previously publicly solicited proposals for said real property and 3HO L.L.C. submitted the successful offer; and

WHEREAS, in the opinion of this School District Board it would be advantageous for said School District to accept the offer to sell the said premises to 3HO L.L.C.; and

WHEREAS, it is necessary before such sale can be made by this School District Board to publish notice at least once not more than twenty (20) days nor less than ten (10) days prior to said meeting of the proposed sale as required by law.

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE BOARD OF THE GRISWOLD COMMUNITY SCHOOL DISTRICT THAT:

Lots One (1), Two (2), Three (3), Four (4), Five (5), Six (6), Seven (7), Eight (8), Nine (9), and Ten (10), in Block Eighty-Nine (89), in Dickerson's Addition to Lewis, Iowa; Also Block Fifty (50), in the Town of Lewis, Iowa, sometimes call Block Fifty (50), First Addition to Lewis, Iowa.

be sold to 3HO L.L.C., **AS IS**. The Griswold Community School District will not provide an abstract of title.

Further, the Board Secretary is hereby authorized and directed to publish notice of said proposed sale.

Said published notice to advise electors that final action upon said proposal will be taken by the School District Board at a meeting thereof to be held in the Middle School/High School Library located at 20 Madison Street, Griswold, Iowa on the 20th day of May, 2019 at 5:30 o'clock p.m.

Passed and approve this 15th day of April, 2019.

It was moved by Scott Hansen and seconded by Erika Kirchhoff that the foregoing Resolution be adopted. The Motion was duly put to the vote of the board, the ayes and nays were called and the vote thereon was as follows:

AYES: Don Smith Scott Peterson, Rob Peterson, Heather Pelzer, Erika Kirchhoff, Aaron Houser and Scott Hansen

NAYS: none

ABSENT OR NOT VOTING: none

Whereupon the President declared the motion duly carried and the Resolution duly adopted.

Approval of Technology Charge Hansen made a motion to keep the technology charge at \$40.00 per student

for the 2019 - 2020 school year. S. Peterson seconded and motion carried all ayes.

Approval of Updated 403(b) Plan Document with US Omni This update allows employees to make contributions to a Roth 403(b). R. Peterson made a motion to approve the updated 403(b) plan document with US Omni. Hansen seconded and motion carried all ayes.

Determine and Set Date of Special Meeting to Discuss Head Coach Softball Position and Possibly Issue Contract Hansen made a motion for a special meeting to be held Monday April 22nd at 7 pm in the middle school/high school library to discuss the head softball coaching position. S. Peterson seconded and motion carried all ayes.

Adjourn: Motion to adjourn was made by R. Peterson at 9:01 pm. Kirchhoff seconded and motion carried all ayes.

Nancy Taylor Board Secretary

Aaron Houser, President

(Next regular meeting May 20, 2019.)

(Minutes of [date] continued.)