

The regular meeting of the Board of Education was held on December 14<sup>th</sup>. This meeting was advertised in the December 9<sup>th</sup> edition of the Battle Creek Enterprise. President Jeremy Pochop called the meeting to order at 6:00 P.M. Members present were Lori Mink, Tammy Bierman, Toby Thompson, and Brent Bode. Paul Kuchar was absent. Also present were Superintendent Jake Luhr and Principals Jeff Heimes and Kyle Finke, Sean Lindgren, BCEA representative, and a visitor. The open meeting law was discussed and posted and will be followed at every Board meeting. To start the Board meeting, the Pledge of Allegiance was recited.

Toby Thompson made a motion to approve the Consent Agenda, which included the December general fund bills which totaled \$129,021.02, and a Bond fund bill that was paid to BOK Financial for \$473,722.50. Brent Bode seconded the motion. On roll call vote, the motion carried with four ayes. Brent Bode abstained.

Mr. Luhr updated the Board on the current DHM limits, and the NSAA limits that were updated on Monday afternoon regarding home activities. NSAA guidelines will be followed, which limits spectators to household members, including grandparents, and 25% capacity. Masks are required.

Mr. Luhr presented to the Board drawings of the potential remodeling to the elementary school from CWP Architecture. Mr. Luhr and Mr. Finke met with Joe Beckenhauer and Bob Soukup on Monday, December 7<sup>th</sup> to review the initial drawings and offer suggestions for changes to the drawings.

Mr. Luhr went through the second reading of policies 4031 and 4270. Policy 4031, Injury Leave – LB 1186 provides for up to seven days of paid “injury leave” for an employee who is intentionally, knowingly, or recklessly injured while at work. Policy 4270, Staff Payments During Closure – This policy gives the board the option of paying staff during a closure. This policy needs to be in place in order to be reimbursed for certain expenses under certain federal grants.

Lori Mink made a motion to adopt Policy 4031 – Injury Leave as presented. Brent Bode seconded the motion. On roll call vote, the motion carried with five ayes.

Toby Thompson made a motion to adopt Policy 4270 – Staff Payments During Closure as presented. Lori Mink seconded the motion. On roll call vote, the motion carried with five ayes.

Mr. Luhr presented to the Board a copy of the 2019-20 audit along with the management letter. Both were reviewed by the Board. Tammy Bierman made a motion to approve the 2019-20 school audit. Brent Bode seconded the motion. On roll call vote, the motion carried with five ayes.

Mr. Luhr presented to the Board the two-year negotiations settlement with the BCEA for the 2021-22 and the 2022-23 school years. Also included was the Master Contract, salary schedule and extra duty schedule for the 2021-22 school year. The first year is a 2.41% overall package increase. Lori Mink made a motion to accept the two-year negotiations settlement with BCEA for the 2021-22 and the 2022-23 school years. Tammy Bierman seconded the motion. On roll call vote, the motion carried with five ayes.

Mr. Luhr discussed the enrollment projections and staffing for the 2021-22 school year. Mr. Heimes reviewed with the Board the scheduling and course offerings for the 2021-22 school year and beyond. Toby Thompson made a motion to add a teacher and make changes to the existing schedule and add course offerings for the 2021-22 school year. Lori Mink seconded the motion. On roll call vote, the motion carried with five ayes.

Lori Mink made a motion to accept the teacher resignation of Ruth Becker, Title I/Reading teacher at the elementary school, with regrets and appreciation for Ruth's years of service to Battle Creek Public Schools. Ruth is retiring after 28 years of service to Battle Creek Public Schools. Toby Thompson seconded the motion. On roll call vote, the motion carried with five ayes.

Jeremy Pochop advised the Board that he would collect their superintendent evaluations and will review the collected information with Mr. Luhr before December 31.

Mr. Luhr and the Board thanked Lori for her 8 years of service on the Board for Battle Creek Public Schools. Sean Lindgren will replace Lori at the January Board meeting.

Lori Mink made a motion to go into executive session at 7:10 to discuss principals and superintendent contracts for the 2021-22 school year. Brent Bode seconded the motion. On roll call vote, the motion carried with five ayes.

Lori Mink made a motion to come out of executive session at 7:32 PM. Toby Thompson seconded the motion. On roll call vote, the motion carried with five ayes.

Brent Bode made a motion to increase the elementary principal salary by \$2,500, which brings the salary to \$107,352 for 2021-22. Lori Mink seconded the motion. On roll call vote, the motion carried with five ayes.

Toby Thompson made a motion to increase the secondary principal salary by \$2,500, which brings the salary to \$112,684 for 2021-22. Brent Bode seconded the motion. On roll call vote, the motion carried with five ayes.

Lori Mink made a motion to increase the superintendent salary by 2.5% or \$3,518, which brings the salary to \$144,256 for 2021-22. Toby Thompson seconded the motion. On roll call vote, the motion carried with five ayes.

Comments were heard from the Board, Principals, and Superintendent.

With no further business, Board President Jeremy Pochop adjourned the meeting at 7:33 PM.

Submitted by,

Jake Luhr, Secretary Board of Education