

Greene County Community School District
Regular Meeting
March 9, 2022

The Greene County Community School District Board of Directors met in regular session on March 9, 2022 in the District Board Room, located in the Middle School. President Steve Fisher called the meeting to order at 5:15 p.m. The meeting opened with the Pledge of Allegiance and the President reading the District Vision/Mission statement. Directors Cindi Daubendiek, Michelle Fields, John McConnell and Bonnie Silbaugh; Superintendent Tim Christensen and Board Secretary Brenda Muir were all present.

McConnell made and Fields seconded a motion to approve the agenda as presented. Motion carried 5-0.

No comments were made during Open Forum.

Silbaugh made and Daubendiek seconded a motion to pull out the retirement applications and approve the remaining consent items. Motion carried 5-0. Consent items were: Minutes: February 2, 2022 special meeting and February 16, 2022 regular meeting; Bills as presented; Financial Reports: February 2022; Resignations: Denise Kennedy – Kindergarten teacher; Hiring: Michelle Dolder – Middle School Boys Track Coach, Victoria Anderson – High School Special Education Teacher, Alex Morales Gomez – Custodian.

Daubendiek made and Fields seconded a motion to approve the resignations of retiring teachers eligible for Board Policy 406.6, which pays out up to 90 days of sick leave at \$135 per day: Julie Neal – 35 years, Traci Beger – 33 years, and to commend both of them for their years of service to the districts. Motion carried 5-0.

Proposed revisions to Board Policy 505.5 – Graduation Requirements were discussed. Superintendent Christensen felt more changes should be made to the policy to make it a “cleaner” policy and suggested postponing final approval of the policy until the next regular meeting. Fields made and Daubendiek seconded a motion to table approval of Board Policy 505.5 until the April 13, 2022 regular monthly meeting. Motion carried 5-0.

Committee Reports: Michelle Fields – lunch at the Middle School, Steve Fisher – County Conference Board.

Administrative Reports: Principals Scott Johnson, Shawn Zanders, Brian Phillips, Reading Specialist Julie Neal, Instructional Math Coach and School/Family Liaison Audrey Hinote, Robert Stofer – representing the Transportation/Grounds/Building Departments, Technology Director Brent Gerzema. Director of Teaching and Learning & Special Education Director Karen Sandberg and Activities Director Todd Gordon were not available.

Fundraiser follow up report: Stormy Fish and 4th grade students raising over \$600 for St. Jude’s Children’s Hospital with bracelet sales.

Silbaugh made and Daubendiek seconded a motion to ratify the 2022-23 Negotiated Agreement between GCEA and the Board. The settlement increases the base salary, not including Teacher Salary Supplement, from \$32,760 to \$33,350. The total district cost is \$301,609 or 3.6829%. Motion carried 5-0.

Silbaugh made and Fields seconded a motion to issue teacher continuing contracts, including any extra days, extra duty and coaching contracts but not Teacher Leadership contracts. Motion carried 5-0

Superintendent Christensen discussed the School Permit process and suggested students come to the Board for approval, to explain the need for the permit and to understand the guidelines associated with the School Permit. Fields made and Daubendiek seconded a motion that School Permit Applicants appear before the board and speak to their desire and need for the permits going forward and for the Board President to sign the Iowa Department of Transportation Affidavit for Minor School License form needed for issuance of the license by the DOT. Motion carried 5-0. Students will need to ask to be placed on the agenda for the Board to take action.

Daubendiek made and Fields seconded a motion to approve the following resolution for Staff Retention Payments to be made from available District ESSER Funds: “While there are many individuals within our school community who provide critical support and services to students, the parameters for the teacher retention payments are specific to full-time, in-person classroom teachers. Therefore, to address this situation, the Board would also like to offer retention pay to staff not receiving the Teacher Retention Pay. Due to Districtwide and Statewide staff shortages and in anticipation of continuing shortages, along with increased responsibilities, for all staff, due to ongoing pandemic mitigation; and to reinforce our desire to retain current employees, I move we pay all active staff, a one-time retention payment of \$1,000 for full time contracted employees, \$500 for part-time (contracted and non-contracted) employees and full time employees hired after October 1, 2021, if those employees assure they will continue their employment with the School District, at least through the end of the 2021-22 school year. This is not meant for Non-Teaching Staff members hired only for coaching positions nor for substitute teachers. This payment will be made from available ESSER funds, on April 20, 2022, only if the assurance to remain on staff is given by April 1, 2022.” Motion carried 5-0.

Daubendiek made and Fields seconded a motion to approve the quote from Drees Co. of \$34,410 for High School Parking Lighting. Motion carried 5-0. Technology Director Brent Gerzema recommended the board delay approval of Elementary Security Cameras purchase.

Gerzema also discussed the process for E-Rate purchases. The deadline for bids is March 15, 2022 with March 21, 2022 being the date to submit Form 471 to accept bids. He has received only one bid to date for the purchase of 8 Aruba switches, of which 70% would be reimbursed with E-Rate funding. Daubendiek made and Fields seconded a motion to authorize Gerzema to approve an E-Rate eligible equipment bid at his discretion as presented. Motion carried 5-0.

Due to the need to certify the budget by April 15th, Silbaugh made and McConnell seconded a motion to move the April 2022 Regular Board Meeting to April 13, 2022 at 5:00 p.m. Regular agenda items would follow the budget hearings. Motion carried 5-0.

A fundraiser request for Youth Track Meets was received from Varsity Track Coaches Derek Merk and Chad Morton. The request was approved on a motion made by Silbaugh, seconded by Daubendiek. Motion carried 5-0.

Board Policies 205.1-208.1 were reviewed. Motion was made by Silbaugh, seconded by Fields to approve the review of the policies with slight revisions to four of those policies. Motion carried 5-0. The policy titles were revised for BP 207.2 and 207.3; Policy 207.4 was revised to state policies are available electronically on the board website; Policy 208.1 revises the Annual Meeting to be held after August 31st, rather than August 1st.

Superintendent Tim Christensen presented the proposed 2022-23 Certified Budget. Valuations have increased, allowing a lower levy rate and a lower income surtax tax rate. The combined property tax levies asking is \$14.42115, down more than 13 cents per \$1000 of valuation. Fields made and McConnell seconded a motion to publish the proposed 2022-23 Budget as presented and to set a public hearing for April 13, 2022 at 5:00 p.m. in the District Board Room located in the Middle School at 101 Ram Drive, Jefferson IA. Motion carried 5-0.

The 2021-22 Certified Budget will need to be amended due to ESSER funds spending and Nutrition Fund equipment purchases pending. The increases are proposed for \$500,000 more in both the Instruction and Support Services functions, \$200,000 in Non-instructional Programs functions and \$700,000 in the "Other" expenditures functions. Fields made and Silbaugh seconded a motion to publish the proposed 2021-2022 Certified Budget amendment as presented and to also set that public hearing for April 13, 2022 at 5:00 p.m. in the District Board Room located in the Middle School at 101 Ram Drive, Jefferson IA. Motion carried 5-0.

Denise Kennedy appealed to the board on the denial of Voluntary Retirement Benefits, paying out up to 90 days of unused sick leave. These funds are paid with Management Fund dollars. To meet Iowa Code requirements to pay from Management Funds, the employee must be 55 by July 1 in the year of retirement and have given notice to the board by April 1 of that year. Greene County School Board Policy 406.6 requires an employee to reach a minimum age of 55 by June 30, complete at least 10 years of service and to submit the application by Feb 28th – all those in the year of retirement. While Mrs. Kennedy met the other requirements, she will not turn 55 until September. After discussion, McConnell made a motion to deny the appeal and to commend Denise Kennedy for her years of service to the District and told her she would be missed. Fields seconded the motion and it carried 5-0.

President Fisher updated the Board on the Superintendent Search. Twenty three applications were received. The Board will meet on March 23, 2022 and review the top applicants brought forward by the Search Consultants, in closed session as allowed by Iowa Code. The plan would be to announce the finalists invited to interview, in open session that evening. If possible the list will be narrowed down to 3 finalists and move the interview days to March 29, 30 & 31, 2022; one week earlier than originally planned.

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During his monthly Superintendent's Report, Tim Christensen reported an audit extension has been approved by the State Auditor's office for the 2020-21 Certified Audit; the Administrative & Classified Salaries committee will meet on March 23rd; and summer externships are available to interested teachers. This involves working in a local business for a week to learn how math, science, technology, etc. are used in a particular business. They would then bring that knowledge back to their classrooms.

President Fisher declared the meeting adjourned at 6:50 p.m.

President

Secretary