

**CENTRAL COMMUNITY SCHOOL DISTRICT
ELKADER, IOWA
School Board Meeting and Work Session
March 28, 2022
Board Meeting**

Vice President Michael Whittle called the meeting to order at 5:00 pm.

Board Present: Michael Whittle, Courtney Scherf, NiCole Dennler, Josh Embretson, Suzy Hilgersen, via zoom and Jared Funk

Board Absent: Jered Finley

Staff: Nick Trenkamp, Aaron Reinhart, and Joyce Piorkowski

Guests: Staci Schmeling, Amy Steffen and Joe Koehn

Exempt Session for Preparation for Collective Bargaining per Iowa Code 20.17(3)

Jared Funk made a motion to go into Exempt Session for Preparation for Collective Bargaining per Iowa Code 20.17(3).

Josh Embretson seconded. Motion carried. 6-0

Jared Funk made a motion to return to open session.

NiCole Dennler seconded. Motion carried. 6-0

Mr. Trenkamp asked the CEA representatives where did the 8% come from? Staci Schmeling, CEA President – Consumer Price Index, the economy and other factors.

Central CSD Initial Proposal

For the 2022-2023 contract, the District proposes current contract with the following provisions:

Article I

On March 14, 2022, the Central Education Association (CEA) proposed an 8% increase in total package and stating the following goal areas:

- The goals of the CEA are to help support and promote all certified staff
- We also want to support all staff at Central (certified, classified and supportive staff), but with major support for certified staff since they are paying members for our association.
- Besides just the staff at Central, we also want to make sure that we support our students.
- We want to make sure that our members (and all staff) feel like their efforts and hard work in the workplace are being reciprocated in all forms: financially, emotionally, mentally, and physically from administration, the school board, and the community.

The Central Community School District proposes to eliminate steps in the salary schedule. If the CEA is sincere in its goal of supporting and promoting all certified staff, continuing to promote steps eliminates the following employees from receiving the full negotiated amount.

Ryan Bergan

Kelly Erickson

Jamie Rodenberg

Amy Bergan

Ann Gritzner

Tracey Kuehl

Mark Wiley

Tom Wilwert

Andrea Zittergruen

Tracy Follon

Brian Ungerer

Nancy Healy

Elizabeth Tuecke

The Central Community School District proposes keeping education lanes to show our appreciation for teachers willing to advance their own education.

The Central Community School District proposes leaving the activities base wage at \$29,000 for the following reasons:

- If the CEA is sincere in its goal of being recognized for its efforts and hard work, the CEA also needs to recognize putting funds on a base does not achieve this goal.
- Funds diverted to the activity base wage only go to those that coach or sponsor which is not all certified staff.
- Central's activity wages are already among the highest paid in Keystone AEA.
- The Central Community School District is interested in adding a post-season incentive to recognize the extra time those coaches and sponsors need to prepare and participate in an extended season.

The Central Community School District believes in fiscal responsibility and proposes a 3% total package increase for the 2022-2023 school year. The difference in cash projections between CEA's proposed increase of 8% and the District's proposed increase of 3% can be found in the table below:

	2023	2024	2025	2026	2027
CEA's 8%	\$899,837	\$771,716	\$503,599	\$74,544	-\$470,924
District's 3%	\$1,047,612	\$1,070,222	\$955,849	\$683,614	\$298,104

Central needs a cash balance of \$900,000 in July & August to make payroll. This table in red indicate Central not being able to make payroll.

The Central Community School District has two ways to honor the CEA's request of 8%, 1) raise property taxes on the Central Community, and/or 2) cut staff. We made a promise to our community who supported us by passing bond for school improvements that we would not raise property taxes any further.

One of the CEA's goals is to support our students. In order to honor your 8% request, which programs (people) would the CEA recommend cutting that still allows us to support our students?

Duration

This agreement shall be effective as of July 1, 2022 and shall continue in effect through June 30, 2023.

Furniture Quote

Courtney Scherf made a motion to approve changing the STEM grant makerspace order from four storage units to two storage units for a total order of \$28,199.24.

Jared Funk seconded. Motion carried. 6-0

Imperial Roof Quote

NiCole Dennler made a motion to approve the replacement Science room hallway roof section for \$15,250.00

Jared Funk seconded. Motion carried. 6-0

Early Retirement

This item dies for lack of a motion.

Adjournment

NiCole Dennler made a motion to adjourn.

Courtney Scherf seconded. Motion carried. 6-0

The meeting adjourned at 5:50 pm

Work Session

The work session began at 5:50 pm

Girl's Wrestling

We would like to keep our own team rather than sending girls to other schools. Sharing with other districts does not change the class for Girls wrestling because there is only one class. Coaching scenarios were discussed. The Girls Athletic Union has a meeting scheduled, Thursday March 30th to share information from the advisory meeting and answer questions.

Employee Handbook

The board discussed items from the Employee Handbook Committee meetings.

- Does the weight room supervisor hourly rate need to be negotiated?
- Discussion on paying out personal leave balances that cannot be carried over.
- Taking out the following paragraph under Classified Base Salary Scale:

Superintendent approved Special Education 1:1 Paras working with severe & profound students with severe academic/behavior/health/restroom needs get an additional \$.50/hour.

- **Students qualifying for this will be determined by the Central Special Education Teachers, AEA Support Staff, and Administration.**
- **The Building administrator and special education teacher will assign a paraprofessional based on the student needs and abilities of the paraprofessional.**
- **The Superintendent will make final approval of all assignments. The Superintendent's decision is not grievable.**

Dress Code

Dress Code was discussed in regard to wearing jeans everyday or just on Friday as the handbook states.

Buildings & Grounds

Matt Gillaspie from Piper Sandler joined the work session electronically and presented the funding sources for School Infrastructure in Iowa. The cash flow spreadsheet for Save Tax & PPEL was discussed to the school board.

Work Session adjourned at 8:00 pm.

Respectively Submitted

Joyce M. Piorkowski
Board Secretary

Michael Whittle
Board Vice-President