

## MINUTES

### REGULAR MEETING/WORK SESSION OF THE BOARD OF DIRECTORS CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT, IN THE COUNTY OF LINN, STATE OF IOWA

Educational Leadership and Support Center, Board Ante Room & Cedar D Conference Room  
Monday, January 8, 2018 @ 4:30 p.m.

#### **ATTENDANCE**

John Laverty, President; Directors Gary Anhalt, Jennifer Borcharding, Nancy Humbles, Rafael Jacobo, Kristin Janssen, and Mary Meisterling.

Also present: Brad Buck, Noreen Bush, Laurel Day, Steve Graham, Mary Ellen Maske, Akwi Nji, and Linda Noggle.

President John Laverty called the meeting to order at 4:32 p.m.

#### **APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, January 8, 2018 Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action.

Director Gary Anhalt made the following motion: "I move that the Board of Directors approve the agenda of Monday, January 8, 2018, and that each item is considered ready for discussion and/or action. Motion was seconded by Director Mary Meisterling.

Record of the roll call vote: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, Laverty, and Meisterling. Nays: None.

#### **BOARD GOVERNANCE**

##### **BA-18-211      Closed Session – To Discuss the Sale of Real Estate (Brad Buck)**

It was recommended that the Board of Education meet in Closed Session on Monday, January 8, 2018, for the purpose of discussing the sale of real estate per Section 21.5(1)(j) of the Code of Iowa.

Director Gary Anhalt moved: "I move that the Board of Education hold a Closed Session on Monday, January 8, 2018 to discuss the sale of particular real estate where premature disclosure could be reasonably expected to reduce the price the school District could receive for the property as provided in Section 21.5(1)(j) of the Iowa Code." Director Jennifer Borcharding seconded the motion.

Record of the roll call vote: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, Laverty, and Meisterling. Nays: None.

The Board of Education went into Closed Session at 4:35 p.m.

The Board of Education adjourned the Closed Session at 5:02 p.m.

Recess at 5:02 p.m.

Reconvene at 5:30 p.m.

### SUPERINTENDENT'S REPORT

Dr. Buck highlighted two Human Resources job fairs coming soon: a Teacher Hiring Event on January 29<sup>th</sup> from 5-8pm; and a Support Hiring Event on February 5<sup>th</sup> from 5-8 pm. Both events will be held at the ELSC. He congratulated Wright Elementary School staff and students on being recognized as the District's first school to be named as a recipient of the HealthierUS School Challenge. Dr. Buck also congratulated the staff and students at Franklin Middle School who received the VH1 Save the Music "Keys and Kids" grant, which includes \$10,000 worth of new musical instruments.

### BOARD REPORTS

Director Meisterling commented about the excitement occurring at the District's former Monroe Elementary School site. The current owner is underway with their renovation and building project. Director Anhalt stated he attended the Grant Wood Elementary School PTA meeting along with Dr. Buck re: Facilities Master Plan. He also commented that the Iowa legislative session opened today. President Laverty distributed a proposed procedure 802a "Review of District Sites and Facilities" which will be reviewed formally at the January 22<sup>nd</sup> Board Meeting.

### COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Hadish, Cindy, Cedar Rapids, IA – Written Correspondence: Facilities Master Plan Considerations  
 Bartusek, Lisa, Iowa Association of School Boards, Des Moines, IA – Written Correspondence: CR Board is Leading on Facility Master Plan  
 Drzycimski, Scott, Written Correspondence: Facilities Master Plan  
 McCord, Rita, 5040 Willowbend Rd NE, Cedar Rapids, IA, Facilities Plan  
 Cronbaugh, Eryn, 427 26<sup>th</sup> St SE, Cedar Rapids, IA, FMP  
 Dolezal, Val, 3356 Sandy Beach Rd, Solon, IA, Representing CRCSD, Elementary Facilities  
 Hammer, Keith, 515 Forest Drive SE, Cedar Rapids, IA, FMP  
 Langhurst, Sarah, 6904 Bentwood Dr NE, Cedar Rapids, IA, Representing PE Teachers in the CRCSD, Facilities Master Plan  
 McMahon, Kelly, 5508 Dostal Dr SW, Cedar Rapids, IA, Facilities Plan  
 Wenclawski, Lawrence, 4234 Morelle Rd NE, Cedar Rapids, IA, MFP  
 Anton Jensen, Nancy & Quinn, 1110 Lyndhurst Dr, Hiawatha, IA, accessibility  
 Johnson, Tania, 3816 Riverside Drive NE, Cedar Rapids, IA, CREA

### CONSENT AGENDA

#### **BA-18-000/10 Minutes – Regular Meeting on December 11, 2017 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on Monday, December 11, 2017.

#### **BA-18-001/06 Approval of Claims Report – November 2017 (Steve Graham)**

It was recommended that the Board of Education approve the Claims Report and ratify the list of paid bills and payrolls for the period ending November 30, 2017.

#### **BA-18-002/06 Activity Fund Financial Report – November 2017 (Steve Graham)**

It was recommended that the Board of Education approve the Activity Fund Financial Reports for the period ended November 30, 2017.

**BA-18-003/06 Budget Summary Report – November 2017 (Steve Graham)**

It was recommended that the Board of Education approve the Budget Summary Report for the month ended November 30, 2017.

**BA-18-004/06 Statement of Receipts, Disbursements, and Cash Balances Report – November 2017 (Steve Graham)**

It was recommended that the Board of Education approve the Statement of Receipts, Disbursements, and Cash Balances Report for the month of November 2017.

**BA-18-005/06 Investments Report – November 2017 (Steve Graham)**

The Investments Report summarized investment transactions for the month of November 2017. Investments purchased during the month totaled \$25,500,000.00. Investments redeemed during the month totaled \$654,500. The current interest rate for US Bank is 0.30%, in comparison to 0.25% at US Bank in November 2016. Information Item.

**BA-18-007/03 Unspent Balance Report – November 2017 (Steve Graham)**

The Unspent Balance Report was designed to inform the Board of Education on a monthly basis the status of the district's General Fund authorized reserves (Unspent Balance). An analysis of staffing and all other budgetary changes that impact the Unspent Balance as of month ended November 30, 2017 is summarized for your review. Information Item.

**BA-18-008/07 Open Enrollment – Denial 2017-2018 (Karla Ries)**

It was recommended that the Board of Education approve the Open Enrollment – Denial of these students commencing with the 2017-2018 school year.

**BA-18-009/11 Personnel Report (Linda Noggle)****BA-17-009/A APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Brown, Adam	\$2,686.00	MN Basketball Asst Jefferson	12/13/2017
Cox, Richard	\$48,390.00	Engagement Specialist Polk	1/2/2018
Kramer, Ky	\$2,686.00	MN Basketball Asst Jefferson	12/13/2017
Ward, Dedric	\$3,010.00	WM Basketball Franklin	12/13/2017

**BA-17-009/B RESIGNATIONS - SALARIED STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
McDermott, Jackie	Personal	Title Grant Wood	12/31/2017

**BA-17-009/C RETIREMENT - SALARIED STAFF**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kleinsmith, Robert	Manager ELSC	4/6/2018
Steinmetz, Joan	Science Kennedy	6/2/2018
Stump, Bryon	Science Jefferson	6/2/2018

**BA-17-009/D APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Angell, Samuel	\$11.92	Multicat I:I Washington	12/11/2017
Benedict-Barbian, Michael	\$16.24	Custodian II Floater ELSC	12/18/2017
Colbert, Marcus	\$11.92	Campus Security Jefferson	12/7/2017
Cox, Robyn	\$14.30	Health Secretary Polk AEC	12/20/2017
Dudley, Kevin	\$13.62	Bus Attendant ELSC	1/2/2018
Fields, Dawn	\$15.05	Accounting Clerk I ELSC	1/3/2018
Freerkjsen, Brian	\$11.92	Sp Ed Para POLK AEC	12/7/2017
Gillis, Nicole	\$11.92	Multicat I:I Washington	12/18/2017
Hiemstra, Julie	\$15.05	Accounting Clerk I ELSC	12/13/2017
Jansen, Kari	\$11.95	Food Service Asst Kennedy	1/3/2018
Jensen, Anthony	\$31.63	Transition Specialist Jefferson	1/3/2018
Konicek, Nicole	\$11.92	Autism Para Harding	1/3/2018
Long, Kaitlin	\$11.92	Sev Disb Para Taft	1/2/2018

Morrissey, Jeanne	\$13.77	Cashier Erskine	1/3/2018
Murray, Samantha	\$11.95	Food Service Asst McKinley	1/3/2018
Porter, Kathryn	\$13.77	Cashier Jefferson	12/14/2017
Price, Mari	\$11.95	Food Service Asst Washington	1/3/2018
Rhodes, Jennifer	\$11.95	Food Service Asst. Franklin	12/8/2017
Roth, James	\$11.92	Behavior Disabilities I:I Truman	12/7/2017
Strong, Iris	\$11.92	Multicat I:I Garfield	1/2/2018
Woodwick, James	\$11.92	BD para Franklin	12/14/2017
Wyatt, Danielle	\$12.28	Elementary Associate. Hiawatha	1/3/2018

**BA-17-009/E CHANGE OF GRADE/POSITION - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Spicer-Ehrman, Tracy	\$15.41	Principal Secretary Truman	12/20/2017

**BA-17-009/F RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Bennett, William	Personal	Custodian II Floater ELSC	1/5/2018
Bolger, Michael	Personal	Mild ID Washington	1/5/2018
Browning, Ivory	Personal	Child Care Professional Five Seasons Gibson	1/3/2018
Corrigan, Mary	Personal	Help Desk Support Analyst ELSC	12/27/2017
Dixon, Kaleb	Personal	Custodian II Floater ELSC	12/8/2017
Frickson, Wayne	Personal	Senior Auto Mechanic ELSC	1/2/2018

Garza, Alyssandra	Personal	Confidential Secretary ELSC	1/2/2018
Hansen, Tina	Personal	Autism 1:1 Franklin	12/15/2017
Henry, Phyllis	Personal	Food Service Asst. Franklin	12/13/2017
Leggins, Ebonicia	Personal	Cashier Jefferson	12/21/2017
McElroy, Miranda	Personal	Behavior Tech ELSC	12/15/2017
Pomeroy, Tammy	Personal	Child Care Asst. Rockwell	12/15/2017
Ongie, Nicole	Personal	Behavior Disorder Truman	12/15/2017
Voss, Doreen	Personal	Child Care Professional Rockwell	12/22/2017
Webb, Richard	Personal	Gear Up Coordinator Jefferson	12/8/2017
Williams, April	Personal	Bus Attendant ELSC	12/1/2017
Wilson, Jacquelin	Personal	HS Associate Kennedy	1/2/2018
Wyatt, Danielle	Personal	Health Secretary Johnson	1/1/2018

**BA-17-009/G RETIREMENTS - HOURLY STAFF**

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Kappmeyer, Dick		Custodian II Taft	1/23/2018
Krumm, Joan		Severely Disabled Taylor	1/31/2018

**BA-17-009/H SHORT TERM CONTRACTS**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Fitten, Kim	\$15,000.00	Multicultural Support Liaison ELSC	12/13/2017

**LEVEL CHANGES - JANUARY 8, 2018**

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>FTE</b>	<b>OLD LEVEL</b>	<b>OLD FULL BASE</b>	<b>OLD FTE BASE</b>	<b>NEW LEVEL</b>	<b>NEW FULL BASE</b>	<b>NEW FTE BASE</b>	<b>CODE</b>	<b>FTE COST</b>
Pledge	Darcel	1.0	BA	\$46,010.00	\$46,010.00	BA+12	\$48,080.45	\$48,080.45	1	\$2,070.45
Pins	Stephanie	1.0	BA+12	\$51,901.09	\$51,901.09	BA+24	\$54,236.64	\$54,236.64	1	\$2,335.55
McCusker	Michelle	1.0	MA	\$58,085.85	\$58,085.85	MA+15	\$60,990.14	\$60,990.14	1	\$2,904.29
Hauser	Lanette	1.0	MA+90	\$83,304.87	\$83,304.87	MA+90	\$87,470.11	\$87,470.11	3	\$4,165.24
Olsem	Elizabeth	1.0	MA+45	\$90,698.53	\$90,698.53	MA+45	\$95,233.46	\$95,233.46	3	\$4,534.93
Phillips	Sara	1.0	MA+15	\$67,643.70	\$67,643.70	MA+15	\$71,025.89	\$71,025.89	3	\$3,382.19
Riley	Carla	1.0	MA+75	\$77,397.12	\$77,397.12	MA+75	\$81,266.98	\$81,266.98	3	\$3,869.86
Van Woert	Susan	1.0	MA+15	\$91,040.12	\$91,040.12	MA+15	\$95,592.13	\$95,592.13	3	\$4,552.01
Wolfe	Kristin	1.0	MA+45	\$75,325.16	\$75,325.16	MA+45	\$79,091.42	\$79,091.42	3	\$3,766.26
Bradley	Julie	1.0	MA+45	\$73,240.98	\$73,240.98	MA+45	\$76,903.03	\$76,903.03	3	\$3,662.05
Neilly	Sean	1.0	MA+75	\$75,883.63	\$75,883.63	MA+75	\$79,677.81	\$79,677.81	3	\$3,794.18
Asprey	Jill	1.0	MA+60	\$85,471.09	\$85,471.09	MA+75	\$88,035.22	\$88,035.22	1	\$2,564.13
				<b>\$876,002.14</b>	<b>\$876,002.14</b>		<b>\$917,603.28</b>	<b>\$917,603.28</b>		<b>\$41,601.14</b>
1. Additional graduate or in-service credit										
2. Completion of advanced degree										
3. National Board Certification 5% increase										
4. Certification Exam for School Nurses 1% increase										

It was recommended that the Board of Education approve the Personnel Report.

**BA-18-012/04 Policy Manual – Approval – Policy 401 “Multicultural and Nonsexist Education” Policy 405 “Student Assessment”, Policy 610 “Wellness Policy” (Brad Buck)**

It was recommended that the Board of Education approve Policies 401 “Multicultural and Nonsexist Education”, 405 “Student Assessment”, and 610 “Wellness Policy” of the District Policy Manual as recommended by the Superintendent.

**BA-18-212 Final Approval – Pierce Elementary School 2017 Playground Concrete Project – Certificate of Substantial Completion (Chris Gates)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the **Cedar Rapids Community School District – Pierce Elementary School 2017 Playground Concrete Project**.

**BA-18-213 Approval – Resolution to Schedule a Public Hearing for Sale of Piece of Property and Temporary Grading Easement – Hoover Elementary School (Jon Galbraith)**

It was recommended that the Board of Education approve the Resolution to schedule a Public Hearing at the January 22, 2018 Board of Education meeting for the approval of the sale of property.

**BA-18-214 Modified Supplemental Aid Application for Drop-Out / At-Risk Prevention 2018-2019 School Year (Mary Ellen Maske)**

It was recommended that the Board of Education approve the Modified Supplemental Aid Application for Drop-Out / At-Risk Prevention for the 2018-2019 School Year.

**BA-18-215 Final Approval – Arthur Elementary School 2017 Boiler Repair Project – Certificate of Substantial Completion (Chuck Perry)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the **Cedar Rapids Community School District –Arthur Elementary School Boiler Repair Project.**

**BA-18-216 Agreement – Cedar Rapids Community School District and i-Sight HR Case Management System (Linda Noggle)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and i-Sight HR Case Management System.

**BA-18-217 Preliminary Approval – Hiawatha, Nixon, and Pierce Elementary Schools 2018-19 Roof Improvements Bid Package 1 Project (Chris Gates)**

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Hiawatha, Nixon, and Pierce Elementary Schools 2018-19 Roof Improvements Bid Package 1 Project.

**BA-18-218 Preliminary Approval – Jefferson High School and Van Buren Elementary School - 2018-19 Roof Improvements Bid Package 2 Project (Chris Gates)**

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Jefferson High School and Van Buren Elementary School 2018-19 Roof Improvements Bid Package 2 Project.

**BA-18-219 Preliminary Approval – Polk Alternative Education Center- 2018-19 Chiller Replacement Project (Jon Galbraith)**

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Polk Alternative Education Center 2018-19 Chiller Replacement Project.

**BA-18-220 Purchasing Register –Vehicles (Tom Day/Dennis Schreckengast)**

It was recommended that the Board of Education approve the Purchasing Register – Vehicles.

**BA-18-221 Bargaining and Meet and Confer Teams for 2017-2018 School Year (Linda Noggle)**

It was recommended that the Board of Education approve the Bargaining and Meet and Confer teams for the 2017-2018 School Year.

Upon motion by Director Mary Meisterling and second by Director Nancy Humbles, the Board approved the Consent Agenda.

Record of the roll call vote for items **BA-18-000/10, BA-18-001/06, BA-18-002/06, BA-18-003/06, BA-18-004/06, BA-18-008/07, BA-18-009/11, BA-18-012/04, BA-18-212, BA-18-213, BA-18-214, BA-18-215, BA-18-216, BA-18-217, BA-18-218, BA-18-219, BA-18-220, and BA-18-221** was: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, Lavery, and Meisterling. Nays: None.



**ADMINISTRATION****BA-18-222 2018-2019 School Calendar – Draft (Brad Buck)**

The administration shared the draft 2018-2019 School Calendar with the Board of Education.

Pending the outcome of the Board discussion, a Public Hearing with a final calendar recommendation from the Superintendent, will be presented and held during the Monday, January 22, 2018 Board of Education Meeting. Information Item.

**WORK SESSION****BA-18-223 Facilities Master Plan (Brad Buck/Steve Graham)**

The Facilities Master Plan Task Force began their work in September 2016 and proposed their plan recommendations to the Board of Education at the December 11, 2017 Board Meeting. The Board discussed the proposal with the Superintendent and Task Force representatives. Information Item.

**SCHOOL BOARD CALENDAR**

(Dates and times are tentative – please consult with the Board Secretary’s Office for more details)

**2018 - JANUARY**

Monday	Jan 8	4:30 pm 5:30 pm	Closed Session Board Regular Meeting/ Work Session	ELSC, Board Ante Room ELSC, Board Room 2500 Edgewood Rd NW
Thursday	Jan 18	7:00 pm	Metro High School Graduation	DoubleTree by Hilton 350 First Ave NE
Monday	Jan 22	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Tuesday	Jan 30		IASB “Day on the Hill”	Iowa State Capitol Des Moines

**2018 - FEBRUARY**

Wednesday	Feb 7	11:30 am	Metro Economic Alliance Annual Meeting	DoubleTree by Hilton 350 First Ave NE
Monday	Feb 12	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Monday	Feb 26	5:30 pm	Board Regular Meeting/ Work Session	ELSC, Board Room 2500 Edgewood Rd NW

**2018 - MARCH**

Mon - Fri	Mar 12-16		CRCSD Spring Break	
Monday	Mar 26	5:30 pm	Board Regular Meeting/ Work Session	ELSC, Board Room 2500 Edgewood Rd NW

**2018 - APRIL**

Saturday - Monday	Apr 7-9		NSBA Annual Convention	San Antonio, TX
Monday	Apr 9	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Monday	Apr 23	5:30 pm	Board Regular Meeting/ Work Session	ELSC, Board Room 2500 Edgewood Rd NW

There being no further business coming before the Board, President Lavery adjourned the meeting at 8:30 p.m.

By: Laurel Day, Board Secretary

Board of Education approved Record of Proceedings on January 22, 2018 and I hereby declare these minutes as part of the permanent record of the District.

By \_\_\_\_\_  
John Lavery, President

ATTEST \_\_\_\_\_  
Laurel A. Day, Board Secretary