

MINUTES

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

Educational Leadership and Support Center, Board Room
Monday, February 12, 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, Eric Christenson, Laurel Day, Rod Dooley, Steve Graham, Mary Ellen Maske, and Linda Noggle.

President John Laverty called the meeting to order at 4:30 p.m.

APPROVAL OF AGENDA

It was recommended that the revised agenda of Monday, February 12, 2018 Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action.

Director Nancy Humbles made the following motion: "I move that the Board of Directors approve the revised agenda of Monday, February 12, 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 Borcharding, Humbles, Laverty, and Meisterling. Nays: None. Absent: Directors Anhalt, Jacobo, and Janssen.

Director Kristin Janssen entered the Board Meeting at 4:32 PM.

BOARD GOVERNANCE

BA-18-239 Closed Session - Evaluation of Professional Competency in accordance with the Code of Iowa Section 21.5(1)(i) (Laurel Day)

It was recommended that the Board of Education meet in Closed Session on Monday, February 12, 2018 for the purpose of the Evaluation of Professional Competency as provided by the Iowa Code Section 21.5(1)(i).

Director Jennifer Borcharding moved: "I move that the Board of Education hold a Closed Session on Monday, February 12, 2018 to evaluate the professional competency of an individual(s) whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to those individual's reputation and that the individual(s) request a Closed Session as provided in Section 21.5(1)(i) of the Iowa Code." Director Nancy Humbles seconded the motion.

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

The Board of Education went into Closed Session at 4:34 p.m.
The Board of Education adjourned the Closed Session at 5:26 p.m.

RECESS: 5:27 p.m.

RECONVENE: 5:31 p.m. Open Session

Directors Gary Anhalt and Rafael Jacobo entered the Board Meeting at 5:31 PM.

HUMAN RESOURCES

BA-18-240 Recommendation - Termination of Employment (Brad Buck)

BA-18-009/013/F TERMINATION - SALARIED STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Rivera, Javier	Engagement Specialist Polk	2/12/2018

It was recommended that the Board of Education approve the administration's recommended action to terminate the employee's employment with the Cedar Rapids Community School District.

Director Jennifer Borcharding moved: "I move that the Board casts a vote to terminate the employment of the identified employee upon the findings made available at the Closed Session - Evaluation of Professional Competency in accordance with the Code of Iowa Section 21.5(1)(i)." Director Nancy Humbles seconded the motion.

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

SUPERINTENDENT'S REPORT

Dr. Buck highlighted the annual U.S. Presidential Scholars Program which recognizes and honors some of our Nation's most distinguished graduating high school seniors. District's candidates are Natasha Brisbine (Jefferson High School), Sydney Dusek and Lauren Flory (Washington High School), and Joyce Li (Kennedy High School). He congratulated the following students who received Gold Key awards from the Scholastic Art & Writing Awards program - the Nation's longest-running, largest, most prestigious recognition program for creative teens: Holly Altfillisch (Franklin Middle School), Maddison Edwards (Washington High School), Shane Wonase (Kennedy High School), and Gisele Anderson-Pledge (Jefferson High School). Dr. Buck introduced a video that highlights Pierce Elementary staff and student whose work has been named one of 18 individuals, communities, schools, and workplaces being recognized for advancing efforts to improve the physical, social, and emotional well-being of Iowans. They are a finalist for the Iowa's Healthiest State Initiative Awards and winners will soon be announced. In addition to the exciting recognitions and awards, he also brought a few important events to the Board's attention: Registration for preschool, kindergarten, and alternative kindergarten is on February 26th. Details for preschool and kindergarten registration are available on our website; and, the District's Magnet School Lottery is currently open and will close on March 9th at 11:59 p.m. More information about our magnet schools is also available on our website.

BOARD REPORTS

Director Borcharding provided a brief report on her recent District visits as part of the Board Building/Department Meeting Schedule and spoke about the visit to the State Capitol along with Directors Anhalt and Laverty. Director Anhalt provided a brief legislative report.

COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Wenclawski, Lawrence, 4234 Morelle Rd NE, Cedar Rapids, IA

McCord, Rita, 5040 Willowbend Rd NE, Cedar Rapids, IA, Teacher Support

CONSENT AGENDA**BA-18-000/12 Minutes - Regular Meeting on January 22, 2018 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on January 22, 2018.

BA-18-009/13 Personnel Report (Linda Noggle)**BA-18-009/13/A APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Crawley, Anthony	\$3,010	Track Harding	2/1/2018
Crow, Robin	\$3,705	Drama Harding	2/1/2018
Dvorak, Christopher	\$5,001	Track MN Asst Washington	2/1/2018
Hornback, Brandon	\$5,866	Tennis WMS HD Washington	2/1/2018
Michaelsen-Reynolds, Marcie	\$45,174 (prorated)	Engagement Specialist Polk	1/22/2018
Stanek, Patrick	\$44,700 (prorated to \$20,360.73)	Math Wilson	1/24/2018
Welsh, Riley	\$44,700 (prorated)	Autism/Class Garfield	2/5/2018
Wilson, Haley	\$44,288 (prorated)	Engagement Specialist Elementary Connections	1/22/2018
Woodward, Catherine	\$49,300 (prorated to \$19,100.52)	School Nurse ELSC	2/12/2018

BA-18-009/13/B GRANTING LEAVES OF ABSENCE - SALARIED STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Butler, Linsey	Personal	3rd Grade Van Buren	6/1/2018
Johnson, Randian	Personal	4th Grade Hiawatha	6/1/2018

BA-18-009/13/C CHANGE OF GRADE/POSITION - SALARIED STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Galbraith, Jonathan	\$101,760.86 (prorated)	Building & Grounds Manager ELSC	2/13/2018

BA-18-009/13/D RESIGNATIONS - SALARIED STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Calabrese, Toni	Personal	3rd Grade Coolidge	6/1/2018
Kaltenbach, JennaRae	Personal	Behavior Focused Grant	6/1/2018
Peterson, Jennifer	Personal	LOA	6/1/2018
Phelan, Jenifer	Personal	Principal Wilson	6/30/2018
Schreckengast, Dennis	Personal	Transportation Manager ELSC	3/9/2018
Webb, Brian	Personal	Physical Education/Social Studies Football Hd/Weight Room Jefferson	6/1/2018
Wohlleben, Catherine	Personal	LOA	6/1/2018

BA-18-009/13/E RETIREMENT - SALARIED STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Althoff, Anne	7th Grade Franklin	6/1/2018
Barnes, Kathleen	7th Grade Wilson	6/1/2018
Boring, Sharon	IDS Hiawatha	6/1/2018
Crozier, Dee Ann	Principal Nixon	6/30/2018
Espe, Cynthia	Math Jefferson	6/1/2018
Hall, John	Instrumental Music Kennedy	6/1/2018
Helscher, Carolyn	Multicategorical Roosevelt	6/1/2018
Hunt, Marcia	Kindergarten Harrison	6/1/2018

Kahler, Terry	Science Washington	6/1/2018
Karsten, Kay	Curriculum Facilitator ELSC	6/1/2018
Knapp, Dianne	Multicategorical Grant Wood	6/1/2018
Kolkmeier, Kelle	6th Grade Franklin	6/30/2018
Kramer, Connie	6th Grade Wilson	6/1/2018
Liske, Peggy	Multicategorical Grant	6/1/2018
Long, Richard	Science Jefferson	6/1/2018
Meggers-Duesenberg, Kathie	Home School Wilson	6/1/2018
Miller, Marcia	6th Grade McKinley	6/1/2018
Neilly, Sharon	Nurse ELSC	6/4/2018
Ray, Randy	Social Studies Washington	6/1/2018
Smith, David	Building Trades Washington	6/1/2018

BA-18-009/13/G APPOINTMENTS - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Baty, Bobbi	\$11.92	Multicat 1:1 Hiawatha	1/24/2018
Cookson, Sara	\$11.92	Severe Disabilities Taft	1/19/2018
Dillman, Jorie	\$11.92	Multicat Coolidge	1/18/2018
Farquharson, Latasha	\$11.92	Behavior Disabilities Truman	1/23/2018
Ferguson, Daniel	\$13.62	Bus Attendant ELSC	1/24/2018

French, Denise	\$11.92	Behavior Disabilities Taft	1/22/2018
Graves, Jeremy	\$11.95	Food Service Asst Franklin	1/23/2018
Heinrich, Ashley	\$14.30	Health Secretary Johnson	1/18/2018
Kirby, Carolyn	\$13.90	Media Secretary Wright	1/31/2018
Klein, Angela	\$13.77	Cashier Washington	1/29/2018
Jones, Ketrena	\$11.95	Food Service Asst Jefferson	2/6/2018
O'Donnell, Amanda	\$11.92	Behavior Disabilities Elementary Connections	1/18/2018
Oloff, Kay	\$11.95	Food Service Asst Kennedy	2/5/2018
Olson, Breta	\$11.66	Child Care Professional Rockwell	2/5/2018
Patrick, Troy	\$13.62	Bus Attendant ELSC	1/24/2018
Thomas, Da'Keylah	\$11.92	Middle School Associate Roosevelt	1/29/2018
Ward, Kimberly	\$11.95	Food Service Asst McKinley	1/18/2018
Whiting, Darrel	\$16.24	Custodian II Floater ELSC	2/1/2018

BA-18-009/13/H CHANGE OF GRADE/POSITION - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Carr, Robert	\$11.92	Multicat Associate Jefferson	2/5/2018
Farley, Olivia	\$15.05	Principal Secretary Taylor	1/31/2018

BA-18-009/13/I RESIGNATIONS - HOURLY STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Burt, Angela	Personal	Mild ID Harding	5/31/2018

Carr, Robert	Personal	Food Service Asst Kennedy	2/2/2018
Carradus, Courtney	Personal	Kindergarten Viola Gibson	6/1/2018
Clausen, Tiffany	Personal	Child Care Professional Rockwell	2/22/2018
Dye, Keith	Personal	Bus Driver ELSC	1/19/2018
Hanson, Amber	Personal	Cashier Kenwood	6/7/2018
Jordan, Rachel	Personal	Title 1 Hoover	6/1/2018
Morrow, Peggy	Personal	Title 1 Grant Wood	6/1/2018
Mims, Larry	Personal	Attendance Secretary Jefferson	2/13/2018
Murray, Samantha	Personal	Food Service Asst McKinley	1/24/2018
Phillips, Deonna	Personal	Autism 1:1 Franklin	1/29/2018
Rhodes, Jennifer	Personal	Food Service Asst Franklin	1/12/2018
Robinson, Amber	Personal	Class Garfield	6/1/2018
Sanor, Rebecca	Personal	Behavior Tech ELSC	5/18/2018
Shannon, Christopher	Personal	BD 1:1 McKinley	1/31/2018
Weissenberger, Sheri	Personal	BD Elementary Connections	2/5/2018
Zimmerman, Jordan	Personal	BD Polk	1/30/2018

BA-18-009/13/J RETIREMENTS - HOURLY STAFF

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Anderson, Denise		Health Secretary Grant	6/1/2018
Carney, David		Bus Driver ELSC	2/2/2018

Chase, Edith	Media Secretary Taylor	6/1/2018
Crew, Carolyn	Health Secretary Viola Gibson	3/28/2018
Ebel, Eugenia	Site Director 5 Seasons Viola Gibson	6/29/2018
Ellis, Mark	Bus Driver ELSC	3/30/2018
Falconer, Jule	Autism Para Kennedy	6/1/2018
Hoehl, Susan	Custodian Jefferson	6/30/2018
Johnston, Marie	ECSE Harrison	6/1/2018
McKee, Dana	Job Coach Kennedy	6/1/2018
O'Connor, Teresa	ECSE Nixon	6/1/2018
Seaton, Victoria	Principal Secretary Metro	6/30/2018
Ulch, Kathy	Principal Secretary Kennedy	6/30/2018

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

BA-18-242 Amended Agreement - Cedar Rapids Community School District and the Zach Johnson Foundation (Val Dolezal)

It was recommended that the Board of Education approve the Amended Agreement between the Cedar Rapids Community School District and the Zach Johnson Foundation.

BA-18-243 Agreement - Cedar Rapids Community School District and PowerSchool Public Registration - Add-On Components (Noreen Bush)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and PowerSchool Group LLC for Add-On Components.

BA-18-235/02 Amended Request to School Budget Review Committee for Special Education Administrative Cost (Steve Graham/Wendy Parker)

It was recommended that the Board of Education approve the Amended Request to the SBRC for the use of special education administrative costs, as allowed under Iowa

Department of Education guidelines, related to the administration of special education instructional services for students with behavioral disabilities and other developmental needs at five off-site facilities. Costs will be determined based upon actual service provided in the subsequent fiscal year.

BA-18-244 Preliminary Approval - Washington High School - 2018-2019 Auditorium ADA Project (Jon Galbraith)

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Washington High School 2018-2019 Auditorium ADA Project.

BA-18-245 Preliminary Approval - Washington High School - 2018-2019 Track Resurfacing Project (Jon Galbraith)

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Washington High School- 2018-2019 Track Resurfacing Project.

BA-18-246 Preliminary Approval - Metro High School- 2018-2019 ADA Compliance Project (Jon Galbraith)

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Metro High School - 2018-2019 ADA Compliance Project.

BA-18-247 Tabulation - District Vehicles (Tom Day/Denny Schreckengast)

It was recommended that the Board of Education approve the Tabulation - District Vehicles.

BA-18-248 School Fees - 2018-2019 School Year (Mary Ellen Maske)

It was recommended that the Board of Education approve the School Fees for the 2018-2019 School Year as recommended by the administration.

BA-18-249 Approval -Schedule a Public Hearing for Sale of District Vehicle (Denny Schreckengast/Tom Day/Jon Galbraith)

It was recommended that the Board of Education approve Scheduling of a Public Hearing at the February 26, 2018 Board of Education meeting for the approval of the Sale of District Vehicle.

BA-18-250 Agreement - Cedar Rapids Community School District and Share and Care Preschool - Statewide Voluntary Preschool Program (Val Dolezal)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Share and Care Preschool for the Statewide Voluntary Preschool Program.

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-18-000/12, BA-18-009/13, BA-18-242, BA-18-243, BA-18-235/02 BA-18-244, BA-18-245, BA-18-246, BA-18-247, BA-18-248, BA-18-249, and BA-18-250** was: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, Laverty, and Meisterling. Nays: None.

LEARNING AND LEADERSHIP

BA-18-251 High Reliability Schools (Rod Dooley)

The administration provided an overview of the High Reliability Schools (HRS) improvement process. The HRS framework was created by Marzano Research to help transform schools into organizations that take proactive steps to ensure student success. This framework, based on 40 years of educational research, defines five progressive levels of performance that a school must master to become a High Reliability School – where all students learn the content and skills they need for success in college, careers, and beyond. Information Item.

BOARD GOVERNANCE

BA-18-252 Exempt Meeting – Discuss Strategy Sessions for Union and Non-Union Employee Groups (Brad Buck)

The Board of Education will meet in an Exempt Meeting on Monday, February 12, 2018 for the purpose of discussing bargaining strategy and negotiations sessions for union and non-union employees. Exempt Meetings are not subject to the Open Meetings Law. Information Item.

RECESS: 6:16 p.m.

RECONVENE: 6:28 p.m. Board of Directors Met in Exempt Meeting, Board Ante Room

RECESS: 7:50 p.m.

RECONVENE: 8:01 p.m. Open Session

BOARD GOVERNANCE

BA-18-253 Closed Session – Litigation Strategy Discussion with District Legal Counsel (Lynch-Dallas, P.C.) Pursuant to Iowa Code Section 21.5(1)(c) (Brad Buck)

It was recommended that the Board of Education meet in Closed Session on Monday, February 12, 2018, for the purpose of **Litigation Strategy Discussion with District Legal Counsel (Lynch-Dallas, P.C.) Pursuant to Iowa Code Section 21.5(1)(c)**.

Director Jennifer Borcharding moved: “I move that the Board of Education hold a Closed Session on Monday, February 12, 2018 to discuss strategy with District Legal Counsel in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation as provided in Chapter 21.5(1)c of the Code of Iowa.” Director Kristin Janssen 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 8:03 p.m.

The Board of Education adjourned the Closed Session at 8:12 p.m.

RECESS: 8:12 p.m.

RECONVENE: 8:12 p.m. Open Session

BOARD GOVERNANCE**BA-18-241 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, February 12, 2018, for the purpose of discussing the sale of real estate per Section 21.5(1)(j) of the Code of Iowa.

Director Jennifer Borcharding moved: "I move that the Board of Education hold a Closed Session on Monday, February 12, 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 Gary Anhalt 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 8:15 p.m.
The Board of Education adjourned the Closed Session at 8:28 p.m.

RECESS: 8:28 p.m.

RECONVENE: 8:28 p.m. Open Session

SCHOOL BOARD CALENDAR

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

2018 - FEBRUARY

Monday	Feb 12	4:30 pm	Closed Session Board Regular Meeting	ELSC, Board Room 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

2018 - MAY

Friday	May 4	12:30 pm	District Retirement Luncheon	
Monday	May 14	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW

Wednesday	May 23	7:00 PM	Metro HS Graduation	DoubleTree
Thursday	May 24	7:00 PM	Kennedy HS Graduation	US Cellular Center
Friday	May 25	7:00 PM	Washington HS Graduation	US Cellular Center
Saturday	May 26	7:00 PM	Jefferson HS Graduation	US Cellular Center

There being no further business coming before the Board, President Lavery adjourned the meeting at 8:29 p.m.

By: Laurel Day, Board Secretary

Board of Education approved Record of Proceedings on February 26, 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