

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, April 23, 2018 @ 5:30 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, Val Dolezal, Steve Graham, Linda Noggle, and Mary Ellen Maske.

President John Laverty called the meeting to order at 5:39 p.m.

APPROVAL OF AGENDA

It was recommended that the agenda of Monday, April 23, 2018 Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action.

Director Kristin Janssen made the following motion: "I move that the Board of Directors approve the agenda of Monday, April 23, 2018, and that each item is considered ready for discussion and/or action. Motion was seconded by Director Nancy Humbles.

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

SUPERINTENDENT'S REPORT

Dr. Buck noted the recent important news from the Office of Civil Rights that the four-year-old Civil Rights investigation into discrimination on the basis of race when disciplining students has been dropped. The matter has been resolved and there have been no findings against the District, and the individual complaints which instigated the districtwide investigation were also resolved in the District's favor. He further stated that the District has been and will continue to be committed to improving our efforts in all areas – including in the area of equity, which is one of the core beliefs that drives our work. This ruling really does help us move forward with the important work underway with equity, innovation, and delivering on the promise of Every Learner: Future Ready. Dr. Buck thanked Secondary Language Arts Facilitator, Erin Thompson, for representing our district at an invite-only national conference on Open Educational Resources last month. She shared her insights on mentoring and support structures for implementing OER resources in the classroom. He congratulated Vicki Dostal, 7th grade Literacy and Science teacher at Wilson Middle School, and her student Mario on their participation in the Daughters of the Revolution Writing Contest as an extension of their literacy work. Mario won the contest for his essay on imagining what it would have been like to live in 1918 during WWI. And, finally, the Iowa Business Council, made up of the 25 largest employers in the state, announced last week that it has formed the Business Education Alliance – a group designed to recruit, hire, and keep more workers in the state's workforce. Dr. Buck will participate and work alongside other leaders in business and education to create and implement strategies that better align business and education to meet current and future workforce needs.

BOARD REPORTS

Director Anhalt provided a brief legislative report. President Lavery and Directors Janssen and Borcharding provided a recap of their experiences at the National School Boards Association conference.

COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Swanson, Karen, 2500 Edgewood Rd NW, CR Community School Foundation, Quarterly Update
Lund, Todd, 520 Limerock Dr NW, Cedar Rapids, IA, Architect of Record

CONSENT AGENDA**BA-18-000/16 Minutes - Regular Meeting on Tuesday, April 10, 2018 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on Tuesday, April 10, 2018.

BA-18-001/10 Approval of Claims Report - March 2018 (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 March 31, 2018.

BA-18-002/10 Activity Fund Financial Reports - March 2018 (Steve Graham)

It was recommended that the Board of Education approve the Activity Fund Financial Reports for the period ended March 31, 2018.

BA-18-003/10 Budget Summary Report - March 2018 (Steve Graham)

It was recommended that the Board of Education approve the Budget Summary Report for the month ended March 31, 2018.

BA-18-004/10 Statement of Receipts, Disbursements, and Cash Balances Report - March 2018 (Steve Graham)

It was recommended that the Board of Education approve the Statement of Receipts, Disbursements, and Cash Balances Report for the month of March 2018.

BA-18-005/10 Investments Report - March 2018 (Steve Graham)

The Investments Report summarized investment transactions for the month of March 2018. Investments purchased during the month totaled \$4,023,217.19, and investments redeemed during the month totaled \$7,650,500.00. The current interest rate for US Bank is 0.55%, in comparison to 0.3% at US Bank in March 2017. The interest rate for ISJIT CDs for March 2018 was 1.42%. Information Item.

BA-18-008/09 Open Enrollment - Denial 2018-2019 (Karla Ries)

It was recommended that the Board of Education approve the Open Enrollment - Denial of these students commencing with the 2018-2019 school year.

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

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Allison, Michelle	TBD	Family & Consumer Science Jefferson	2018-19 school year
Ellis, Elaine	TBD	Art McKinley	2018-2019 School Year
McGraw, Jeremiah	TBD	Curriculum Math Facilitator ELSC	2018-2019 School Year

GRANTING LEAVES OF ABSENCE - SALARIED STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Erbe, Stephanie	LOA	Multicategorical Hoover	6/5/2018

GRANTING EXTENSION OF LEAVES OF ABSENCE - SALARY STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Carr, Tiffany	Personal	Art Franklin	2018-2019 School Year

RESIGNATIONS - SALARIED STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Malek, Andrea	Personal	Home School Wilson	6/5/2018
Penn, Megan	Personal	Multicategorical Van Buren	6/5/2018
Rohan, Stacy	Personal	2nd Grade Jackson	4/16/2018
Stewart, Angele	Personal	BD Harding	6/5/2018

RETIREMENT - SALARIED STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Hines, Brad	Kindergarten Arthur	6/5/2018

APPOINTMENTS - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Dysert, Heather	<u>\$11.95</u>	Food Service Asst Kenwood	4/2/2018
Griffith, Kashi	\$12.95	Child Care Professional IV Rockwell	4/12/2018

McClure, Nancie	\$11.95	Food Service Asst McKinley	4/9/2018
Silbaugh, Curtis	\$11.92	Teacher Associate - BD Truman	4/16/2018
Stutler, Sarah	\$11.95	Food Service Asst Nixon	4/16/2018

RESIGNATIONS - HOURLY STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Claus, Whitney	Personal	Food Service Asst Wilson	4/20/2018
Edmonds, Candie	Personal	Elem Asst Manager Pierce	4/20/2018
Gaspar, Sandra	Personal	Food Service Asst Hoover	4/9/2018
Hanson, Amber	Personal	Cashier Kenwood	4/19/2018
Mosbeck, Dania	Personal	Job Coach Polk/4 Oaks	6/1/2018
Peyton, Amy	Personal	Food Service Asst Harding	4/12/2018
Philipps, Rachel	Personal	Counseling Secretary Roosevelt	6/30/2018
Shuman, David	Personal	MN Tennis Jefferson	4/13/2018
Steege, Matthew	Personal	Auto Mechanic Transportation	4/20/2018
Vawter, Carla	Personal	Multicat Wilson	4/17/2018
Viall, Sara	Personal	Elem Asst Manager Coolidge	4/6/2018

RETIREMENTS - HOURLY STAFF

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Pearson, Mary	Personal	Title Madison	6/1/2018

TERMINATIONS - HOURLY STAFF

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
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Henderson, Crystal	BD Grant Wood	4/18/2018
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DEATH - HOURLY STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Thompson, Charles "Chip"	Bus Attendant ELSC	4/9/2018

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

BA-18-309 Award of Contract – Harding Middle School - Bleacher Replacement Project – 2018-2019 (Jon Galbraith)

It was recommended that the Board of Education approve the Award of Contract to the low bidder, Iowa Specialties DBA Iowa Direct Equipment, for the Harding Middle School – 2018-2019 Bleacher Replacement Project. The low bid amount is \$84,300.00.

BA-18-310 Award of Contract – Jefferson High School - Wheelchair Lift Project – 2018-2019 (Jon Galbraith)

It was recommended that the Board of Education approve the Award of Contract to the low bidder, Nu-Trend Accessibility Systems, Inc., for the Jefferson High School Wheelchair Lift Project. The low bid amount is \$81,456.50.

BA-18-311 Agreement – Cedar Rapids Community School District with State of Iowa, Department of Administrative Services - 403B Plan Administration - 2018-2019 School Year (Linda Noggle)

It was recommended that the Board of Education approve the Agreement - Cedar Rapids Community School District with the State of Iowa, Department of Administrative Services for 403(b) Plan Administration during the 2018-2019 School Year with a cost of \$400 annually.

BA-18-312 Agreement – Cedar Rapids Community School District with Wellmark - Flexible Benefits Plan - 2018-2019 School Year (Linda Noggle)

It was recommended that the Board of Education approve the on-going Agreement – Cedar Rapids Community School District with Wellmark to provide management of the District’s Flexible Spending Accounts for the 2018-2019 School Year.

BA-18-313 Agreement – Cedar Rapids Community School District with Marzano Research - Customizing the Critical Concepts Proficiency Scales (Karla Ries)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Marzano Research for professional learning designed to support the customization of the Critical Concepts Proficiency Scales.

BA-18-314 Agreement – Cedar Rapids Community School District with Grant Wood Area Education Agency - Mentoring and Induction Consortium – 2018-2019 School Year (Eric Christenson)

It was recommended that the Board of Education approve the on-going Agreement between the Cedar Rapids Community School District and Grant Wood Area Education Agency for the Mentoring and Induction Program and includes the Agreement for the salary and benefit reimbursement of employees participating as mentors in the Mentoring and Induction Program for the 2018-2019 School Year.

BA-18-315 2018-2023 Terms and Conditions of Employment for Cedar Rapids Education Association (Linda Noggle)

It was recommended that the Board of Education approve the 2018-2023 Terms and Conditions of Employment for the Cedar Rapids Education Association.

BA-18-316 Resolution – Issuance of Teaching Contracts (Linda Noggle)

It was recommended that the Board of Education approve the Resolution and Authorization to issue contracts to Teachers for the period of one year beginning July 1, 2018.

BA-18-318 Proposal Acceptance – Cedar Rapids Community School District with Marco Printing for Upgrade/Lease of District MFP Copier Fleet (Tom Day)

It was recommended that the Board of Education approve the Proposal Acceptance – Lease Renewal between the Cedar Rapids Community School District and Marco Printing Upgrade/Lease for the District MFP Copier Fleet.

BA-18-319 Agreement – Cedar Rapids Community School District with RSM-LLC for Internal Control Audit (Steve Graham)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and RSM-LLC to conduct an audit of the District’s internal control system.

BA-18-320 Resolution – Scheduling a Public Hearing – Kingston Tower Lease Extension (Steve Graham)

It was recommended that the Board of Education approve the Resolution to authorize publication of the notice for a Public Hearing to be held at the May 14, 2018 Board Meeting.

Upon motion by Director Mary Meisterling and second by Director Rafael Jacobo the Board approved the Consent Agenda.

Record of the roll call vote for items **BA-18-000/16, BA-18-001/10, BA-18-002/10, BA-18-003/10, BA-18-004/10, BA-18-008/09, BA-18-009/17, BA-18-309, BA-18-310, BA-18-311, BA-18-312, BA-18-313, BA-18-314, BA-18-315, BA-18-316, BA-18-318, BA-18-319, and BA-18-320** was: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, Lavery and Meisterling. Nays: None.

CONSENT AGENDA

BA-18-317 2018-2023 Terms and Conditions of Employment for the following bargained employee groups: SEIU Local 199, Educational Office Professional Union – Secretaries; SEIU Local 199, Service Employees International Union – Custodians; and Cedar Rapids Organization of Teacher Associates (CROTA) (Linda Noggle)

It was recommended that the Board of Education approve the 2018-2023 Terms and Conditions of Employment for these groups: SEIU Local 199, Educational Office Professional Union – Secretaries; SEIU Local 199, Service Employees International Union – Custodians; and Cedar Rapids Organization of Teacher Associates.

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

WORK SESSION

BA-18-321 Kids On Course University Update (Val Dolezal)

The presentation included data/information on the Kids On Course University that occurred the summer of 2017. Results from the fall FAST assessment were shared. The update provided a better understanding of the program, the collaboration with the community to help fund the initiative, as well as the planning and next steps for the summer of 2018. Information Item.

BA-18-304/02 Future Ready Learning – Profile of a Graduate (Noreen Bush)

The Board received an update on the District’s progress with Equal Opportunity Schools (equity strategies to improve enrollment in AP courses with underrepresented populations), enrollment data on future ready learning pathways in our comprehensive high schools, and the current state of the identified competencies for The Profile of a CRCSD Graduate. Information Item.

ADMINISTRATION

BA-18-322 Agreement – Cedar Rapids Community School District and Solum Lang Architects, LLC- Architectural Firm of Record 2018-2023 (Brad Buck/Steve Graham)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Solum Lang Architects, LLC., for a five (5) year contract. As the District’s Architect of Record, Solum Lang will provide the District with architectural, engineering, and other services as necessary for the District’s anticipated Physical Plant and Equipment Levy (PPEL) funded projects for the District’s facilities beginning on or after July 1, 2018 and ending on June 30, 2023.

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

BA-18-307/02 Closed Session – Evaluation of Professional Competency in accordance with the Code of Iowa Section 21.5(1)(i) (John Laverty)

It was recommended that the Board of Education meet in Closed Session on Monday, April 23, 2018, for the purpose of the Evaluation of Professional Competency as provided by the Iowa Code Section 21.5(1)(i).

Director Kristin Janssen moved: “I move that the Board of Education hold a Closed Session on Monday, April 23, 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 Jennifer Borcharding seconded the motion.

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

Recess at 7:39 p.m.

The Board of Education went into Closed Session at 7:53 p.m.

The Board of Education adjourned the Closed Session at 9:00 p.m.

SCHOOL BOARD CALENDAR

2018 - APRIL

Monday	Apr 23	4:15 pm	Volunteer Recognition Event	ELSC, Cedar D Conference Room
		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 Laverty adjourned the meeting at 9:00 p.m.

By: Laurel Day, Board Secretary

Board of Education approved Record of Proceedings on May 14, 2018 and I hereby declare these minutes as part of the permanent record of the District.

By _____
John Laverty, President

ATTEST _____
Laurel A. Day, Board Secretary