

## 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, July 16, 2018 @ 5:30 p.m.

#### **ATTENDANCE**

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

Also present: Craig Barnum, Brad Buck, Noreen Bush, Laurel Day, Rod Dooley, David Nicholson, Carlos Grant, Linda Noggle, John Rice, and Ryan Rydstrom.

President John Laverty called the meeting to order at 5:30 p.m.

#### **APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, July 16, 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, July 16, 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, and Laverty. Nays: None. Absent: Director Meisterling

#### **SUPERINTENDENT'S REPORT**

Dr. Buck shared that our Discover Summer Camp recently wrapped up another successful session with more than 200 students attending. This event has been a wonderful tradition in our district by helping to keep our students engaged in learning over the summer months. He also commented that he and his wife attended the annual Zach Johnson Foundation Gala, a fundraiser for Kids on Course University. More than 700 students are enrolled in Kids on Course University this summer and our school district is proud to partner with the Zach Johnson Foundation to offer this valuable opportunity to our students. Last week, the KCU students had an opportunity to participate in an outreach event sponsored by the Cedar Rapids Police Department called Catch with a Cop. The participating members of the police department appreciate this opportunity to bond with students and talk with them about their chosen career path. What a great opportunity for our young learners to hear more about one of many careers they might consider. Lastly, Dr. Buck highlighted our collaboration with the Workplace Learning Connection. This year, our district has 34 students enrolled in summer internships. Summer internships are work-based learning opportunities and internship positions range in a variety of different fields. These opportunities create valuable lessons for students in collaboration, creativity, citizenship, communication, and critical thinking—all skills we believe our Future-Ready graduates should be equipped with under our Profile of a Graduate model!

#### **BOARD REPORTS**

None to report

#### **COMMUNICATIONS, DELEGATIONS, AND PETITIONS**

None to report

CONSENT AGENDA**BA-19-000/01 Minutes – Regular Meeting on June 25, 2018 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on June 25, 2018.

**BA-18-009/01 Personnel Report (Linda Noggle)****APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Fischels, Bridget	\$54,400	ELL Kennedy (revision)	8/9/2018
Gallagher, Christine	\$44,900	Early Learning Multicat Nixon	8/9/2018
Larson, Tressa	\$51,900 (prorated)	Science (.17 FTE) Washington	8/9/2018
LeClere, Maddison	\$44,900	Business Education (.50 FTE) Kennedy	8/9/2018
McAndrew, Sara	\$44,900	ELL Jefferson	8/9/2018
McBride, Sara	\$61,600	Multicat Franklin	8/9/2018
Middlekauf, Jennifer	\$44,900	Math Jefferson	8/9/2018
Miller, Amelia	\$44,900	Social Studies Roosevelt	8/9/2018
Mikkola, Kaitlin	\$44,700	5th Grade Harrison	8/9/2018
Molidor, Rachael	\$44,900	Language Arts McKinley	8/9/2018
Mougin, Heather	\$49,500	Mild ID Wilson	8/9/2018
O'Brien, Timothy	\$54,400	German (.675 FTE) Kennedy	8/9/2018
Parmenter, Emily	\$44,900	Kindergarten Cleveland	8/9/2018
Robins, Brenton	\$59,400	Behavior Disorder Franklin	8/9/2018

Schmidt, Nicole	\$49,500	Music Pierce/Grant Wood	8/9/2018
Sherwood, Alex	\$64,400	Multicat Harding	8/9/2018
Smith, Debbie	\$47,200	Business Education Washington	8/9/2018
Rydstrom, Ryan	\$117,043	Associate Director of Access and Instructional Design ELSC	7/17/2018
Thomson, Emily	\$79,678.93 (revision)	Language Arts Kennedy	8/9/2018
Wickett, Ben	\$47,200	Science Roosevelt	8/9/2018
Wilcox, Kari	\$44,900	Social Studies Roosevelt	8/9/2018

**CHANGE OF GRADE/POSITION - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Cochrane, Elise	\$45,174	Engagement Specialist Franklin	8/6/2018
Colbeck- Bush, Noreen	\$176,799.59 (Revision)	Deputy Superintendent ELSC	7/1/2018
Martin, Charley	\$44,288	Engagement Specialist Harrison Connections	8/6/2018
Pickering, Trace	\$53,322.72 (increase to 1.0 FTE)	Executive Director Big School	7/1/2018
Pittmon, Ezekiel	\$43,792	Engagement Specialist Van Buren	8/6/2018
Sarchett, Carrie	\$45,174	Engagement Specialist Harrison Connections	8/6/2018
Skoneczka, Courtney	\$60,000	Link Specialist ELSC	8/17/2018
Wright, Davondrian	\$44,288	Engagement Specialist Polk	8/6/2018

**RESIGNATIONS - SALARIED STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Ash, Carey	Personal	Cross Country & WM Track Wilson	6/27/2018

Bevins, Kathleen	Personal	Art Homeschool	7/9/2018
Bunnell, Jacquelyn	Personal	Leave of Absence	6/5/2018
Butler, Linsey	Personal	Leave of Absence	7/6/2018
Carstensen, Jennifer	Personal	ELL Hoover	6/21/2018
Herman, Conner	Personal	Math Jefferson	6/5/2018
Malcolm, Judd	Personal	WM & MN Basketball Roosevelt	7/9/2018
Monroe-Pei, Kristin	Personal	Leave of Absence	6/5/2018
Moore, Michael	Personal	Leave of Absence	6/5/2018
Orr, Angela	Personal	Autism Nixon	7/3/2018
Roos, Tanner	Personal	Physical Education Hiawatha/ Van Buren	6/21/2018

**RETIREMENT - SALARIED STAFF**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Johnson, Rebecca	Media Specialist Wilson	6/5/2018

**DEATH - SALARIED STAFF**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Troughton, John	District Teacher Jefferson	7/9/2018

**APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Goodwin, Lisa	\$15.15	Principal Sec Washington	7/2/2018
Hiemstra, Julie	\$15.51	Principal Sec Viola Gibson	7/2/2018
Prohaska, Tammy	\$14.13	Child Care Professional V Rockwell	7/9/2018
Sacquitne, Kathy	\$13.03	Child Care Professional IV Rockwell	7/9/2018
Wade, Taylor	\$11.66	Child Care Professional II Rockwell	6/27/2018

**GRANTING LEAVES OF ABSENCE - HOURLY STAFF**

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Johnston, Jarred	Personal	Mild ID 1:1 McKinley	2018-2019 School Year

**CHANGE OF GRADE/POSITION - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Evans, Angela	\$18.38	Behavior Tech Pierce	8/6/2018
Gaines, Amy	\$18.38	Behavior Tech Van Buren	8/6/2018
Monnahan, Ashley	\$18.38	Behavior Tech ELSC	8/6/2018
Muench, Kim	\$14.00	Attendance Secretary Kennedy	8/16/2018
Navarro, Veronica	\$18.38	Behavior Tech Kenwood	8/6/2018
Stone, Carol	\$18.38	Behavior Tech Nixon	8/6/2018
Whitney, Heidi	\$19.55	Confidential Secretary ELSC	7/1/2018
Wilkes, Teresa	\$18.38	Behavior Tech Hiawatha	8/6/2018

**RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Baxa, Holly	Personal	Child Care Professional Rockwell	7/19/2018
Blakely, Dierra	Personal	Child Care Professional Rockwell	8/2/2018
Dunn, Sharon	Personal	Cashier Taft	6/20/2018
Hiemstra, Julie	to accept another district position	Acct Clerk I ELSC	6/29/2018
Hoppenworth, Adrianne	Personal	Early Learning Kenwood	7/19/2018
Hutchison, Kristi	Personal	Kindergarten Kenwood	6/21/2018

Kurseth, Kamille	Personal	Communication Specialist Garfield	6/4/2018
Mucker, Todd	Personal	Custodian II Washington	7/16/2018
Steichen, Nicholas	Personal	Custodian II ELSC	7/6/2018
Tubbs, Meredith	Personal	Leave of Absence	6/4/2018
Vis, Alison	Personal	Energy Technician ELSC	7/16/2018
Werning, Teresa	Personal	Accounting Clerk I ELSC	7/17/2018
Willis, Kathy	Personal	Food Service Asst III Harrison	6/19/2018

**RETIREMENTS - HOURLY STAFF**

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Truesdell, Patricia		Food Service Asst Van Buren	7/9/2018

**SHORT TERM CONTRACTS**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Evans, Amy	\$8,667	Kids On Course - Director ELSC	6/27/2018
Jaminson, Shelby	\$5,667	Kids On Course - Lead teacher Grant	6/27/2018
Stulken, Steph	\$5,667	Kids On Course - Lead teacher Kenwood	6/27/2018
Wood, Casey	\$5,667	Kids On Course - Lead teacher	6/27/2018

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

**BA-19-012/01 Policy Manual – Approval –Policies 401 “Multicultural and Nonsexist Education”, and 402 “Library & Classroom Learning Resources” (Brad Buck/Laurel Day)**

It was recommended that the Board of Education approve 401 “Multicultural and Nonsexist Education”, and 402 “Library & Classroom Learning Resources” of the District Policy Manual as recommended by the Superintendent.

**BA-19-013 Agreement – Cedar Rapids Community School District and The Academy for Scholastic and Personal Success – 2018-2019 School Year (Carlos Grant)**

It was recommended that the Board of Education approve the on-going Agreement between the Cedar Rapids Community School District and The Academy for Scholastic and Personal Success for the 2018-2019 School Year.

**BA-19-014 Resolution – Inter-Fund Loans (David Nicholson)**

It was recommended that the Board of Education approve the Resolution – Inter-Fund Loans.

**BA-19-015 Resolution - Depository Signatures (David Nicholson)**

It was recommended that the Board of Education approve the Resolution - Depository Signatures.

**BA-19-016 Agreement – Cedar Rapids Community School District and Tanager Place 2018-2019 School Year (Wendy Parker)**

It was recommended that the Board of Education approve the on-going Agreement between the Cedar Rapids Community School District and Tanager Place for the 2018-2019 School Year.

**BA-19-017 Agreement – Cedar Rapids Community School District and Grant Wood Area Education Agency for Student Information Systems 2018-2019 School Year (Craig Barnum)**

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 Student Information System via PowerSchool for the 2018-2019 School Year.

**BA-19-018 Approval – Metro High School ADA Compliance Project – Change Order #2 (Jon Galbraith)**

It was recommended that the Board of Education approve the Metro High School ADA Compliance Project - Change Order #2 to Garling Construction, Inc.

**BA-19-019 Approval – Washington High School Track Resurfacing Project – Change Order #1 (Chris Gates)**

It was recommended that the Board of Education approve the Washington High School Track Resurfacing Project - Change Order #1 to Pro Track and Tennis, Inc.

**BA-19-020 Agreement – Marzano Research – 2019-2020 School Year (Eric Christenson)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Marzano Research for professional development during the 2019-2020 School Year.

**BA-19-021 28E Agreement – Cedar Rapids Community School District with City of Cedar Rapids – Adult Crossing Guard Program for the 2018-2019 School Year (Val Dolezal)**

It was recommended that the Board of Education approve the 28E Agreement between the Cedar Rapids Community School District and the City of Cedar Rapids for the Adult Crossing Guard Program for the 2018-2019 School Year.

Upon motion by Director Gary Anhalt and second by Director Kristin Janssen the Board approved the Consent Agenda.

Record of the roll call vote for items **BA-19-000/01, BA-19-009/01, BA-19-012/01, BA-19-013, BA-19-014, BA-19-015, BA-19-016, BA-19-017, BA-19-018, BA-19-019, BA-19-020, and BA-19-021** was: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, and Laverty. Nays: None. Absent: Director Meisterling.

## LEARNING AND LEADERSHIP

### **BA-19-022 Security Task Force Recommendations (Brad Buck/Noreen Bush)**

A task force comprised of over 50 members of the CRCSD community (administrators, staff, parents, teachers, police officers, and students) met three times over the spring and summer of 2018 to develop recommendations for the safety/security plans in response to a potential or active threat in CRCSD. The task force reviewed current practices and history, learned from several other school districts' teams and reviewed their plans and resources, and collaborated to create an implementation plan. Five outcomes were developed with action steps, timelines, and measures.

The task force learned much together--especially how much CRCSD has already done to ensure the safety/security of students and staff. This plan takes our current practices a step further with training and learning resources as well as intensifying drills and practices. The commitment from the team members was tremendous; it was truly a collaboration across our community and even school districts. Information Item.

## ADMINISTRATION

### **BA-19-023 CRCSD Diversity Hiring Plan (Linda Noggle)**

Linda Noggle, Executive Director of Talent Management, provided the Board with a preliminary plan highlighting the District's Diversity Hiring process. Information Item.

## BOARD GOVERNANCE

### **BA-19-024 2019 IASB Legislative Platform (Gary Anhalt/Laurel Day)**

It was recommended that the Board of Education approve their top four legislative priorities and submit the priorities to the Iowa Association of School Boards to be considered for inclusion in the 2019 Legislative platform. The top 4 included #4 Early Literacy, #7 Mental Health, #19 School Funding Policy, and #27 SAVE. The Board Secretary will submit the selections prior to the August 11, 2018 deadline.

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

### **BA-19-025 Appointment of School District Board Secretary (John Laverty)**

It was recommended that the Board of Education approve the Appointment of Laurel A. Day as Cedar Rapids Community School District Board Secretary of the Board of Directors, in the County of Linn, State of Iowa for a term of one year beginning July 16,



2018, and shall qualify for said appointment by taking the Oath of Office in the manner required by Section 277.28 and thereafter shall hold office until a successor is appointed and qualified, and that this action shall be entered of record in the minutes.

The following Resolution was read by Director Gary Anhalt and seconded by Director Nancy Humbles:

RESOLUTION for the appointment of Secretary of the Board of Directors of the Cedar Rapids Community School District, in the County of Linn, State of Iowa.

WHEREAS, Chapter 279.3, Code of Iowa provides that the Board of Directors shall appoint a Secretary; therefore,

BE IT RESOLVED, that Laurel A. Day, be hereby appointed as Secretary of the Board of Directors for a term of one year beginning July 16, 2018, and shall qualify for said appointment by taking the Oath of Office in the manner required by Section 277.28 and filing a bond as required by Section 291.2 and thereafter shall hold office until a successor is appointed and qualified, and

BE IT FURTHER RESOLVED, that this action shall be entered of record in the minutes of this School Corporation.

The Oath of Office was administered by President John Laverty.

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

**BA-19-026 Appointment of School District Treasurer (John Laverty)**

It was recommended that the Board of Education approve the appointment of David Nicholson as Cedar Rapids Community School District Treasurer of the Board of Directors, in the County of Linn, State of Iowa for a term of one year beginning July 16, 2018, and shall qualify for said appointment by taking the Oath of Office in the manner required by Section 277.28 and thereafter shall hold office until a successor is appointed and qualified, and that this action shall be entered of record in the minutes.

The following Resolution was read by Director Gary Anhalt and seconded by Director Jennifer Borcharding:

RESOLUTION for the appointment of Treasurer of the Board of Directors of the Cedar Rapids Community School District, in the County of Linn, State of Iowa

WHEREAS, Chapter 279.3, Code of Iowa provides that the Board of Directors shall appoint a Treasurer; therefore,

BE IT RESOLVED, that David Nicholson, be hereby appointed as Treasurer of the Board of Directors for a term of one year beginning July 16, 2018, and shall qualify for said appointment by taking the Oath of Office in the manner required by Section 277.28 and thereafter shall hold office until a successor is appointed and qualified, and

BE IT FURTHER RESOLVED, that this action shall be entered of record in the minutes of this School Corporation.

The Oath of Office was administered by President John Laverty.

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

**BA-19-027 Recommendation to Terminate Contract – Tammy Ryan (Laurel Day)**

Pursuant to Iowa Code Section 279.27, the Board Secretary notified the Board of Directors of the recommendation to terminate the employment and teacher’s continuing contract of Tammy Ryan effective immediately. Information Item.

**MOMENT OF SILENCE** (Linda Noggle/ Anne Faber)

The Board and Administration observed a Moment of Silence in recognition of John Troughton, a District employee, who recently passed away.

**SCHOOL BOARD CALENDAR**

**2018 – JULY**

Monday	July 16	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
--------	---------	---------	-----------------------	---

**2018 – AUGUST**

Monday	Aug 13	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
--------	--------	---------	-----------------------	---

Thursday	Aug 23		First Day of Classes Early Dismissal	CRCSD
----------	--------	--	---	-------

Monday	Aug 27	5:30 pm	Board Work Session & Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
--------	--------	---------	---	---

**2018- SEPTEMBER**

Monday	Sept 10	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
--------	---------	---------	-----------------------	---

Monday	Sept 24	5:30 pm	Board Organizational & Annual Board Meeting	ELSC, Board Room 2500 Edgewood Rd NW
--------	---------	---------	--	---

There being no further business coming before the Board, President Laverty adjourned the meeting at 7:00 p.m.

By: Laurel Day, Board Secretary

Board of Education approved Record of Proceedings on August 13, 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