

MINUTES

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

Educational Leadership and Support Center, Board Room
Monday, August 27, 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: Brad Buck, Noreen Bush, Laurel Day, Rod Dooley, Carlos Grant, David Nicholson, Akwi Nji, and Linda Noggle.

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

APPROVAL OF AGENDA

It was recommended that the agenda of Monday, August 27, 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, August 27, 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 the District's excitement to welcome back our students last week. Our staff members and teams across our district spent the last few weeks and days of the summer preparing, in a variety of ways, for another successful school year. In addition, the annual All Staff Kickoff was held last week on the eve of the first day of school. Event speakers amplified the importance of relationships in the context of academics and the importance of recognizing that success has many faces and can be achieved through a multitude of pathways. On another note, Dr. Buck announced that our students and families can now access our school menu options through Nutrislice which offers powerful features to proactively engage in a personalized approach to a child's nutritional experience. Families can view our menus in over 50 languages and have access to a variety of options. He also stated that we've received exciting news from EdLeader21! We're the first Iowa school district to be a part of the 21 by 21 movement thanks to our Profile of a Graduate work! We couldn't be more excited to be the first Iowa school to join the 21 by 21 movement. Dr. Buck congratulated WHS teacher Joan Stekl for being selected as the Iowa Restaurant Association's "ProStart Educator of Excellence Award" winner for 2018! He also congratulated WHS teacher and coach Jordan Young as one of the first appointments to the Governor's Teachers Cabinet.

BOARD REPORTS

President Laverty congratulated Dr Buck and planning team for the successful 2018-2019 All-Staff Kick-off. He reminded Board members of the upcoming Annual Board Meeting on September 24th.

COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Funk, Steve, 366 Woodlands Ct SE, Cedar Rapids, IA, Lawn Maintenance @ District Schools

CONSENT AGENDA**BA-19-000/03 Minutes - Regular Meeting on August 13, 2018 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on Monday, August 13, 2018.

BA-19-001/02 Approval of Claims Report - July 2018 (David Nicholson)

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 July 31, 2018.

BA-19-002/02 Activity Fund Financial Reports - July 2018 (David Nicholson)

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

BA-19-003/02 Budget Summary Report - July 2018 (David Nicholson)

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

BA-19-004/01 Statement of Receipts, Disbursements, and Cash Balances Report - July 2018 (David Nicholson)

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

BA-19-008/02 Open Enrollment - Denial 2018-2019 (John Rice)

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

BA-19-009/03 Personnel Report (Linda Noggle)**APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Brown, Sarah	\$65,000	Budget Coordinator ELSC	8/13/2018
Forstrom, Cindy	\$49,500 (prorated)	Multicat Roosevelt	8/20/2018
Lacy, Sarah	\$44,900	Multicat Jackson	8/10/2018
Letarte, Alisha	\$54,400 (prorated)	Multicat Roosevelt	8/20/2018

Reysack, Richard	\$62,000 (prorated)	Construction Specialist ELSC	8/20/2018
Robinson, Timothy	\$62,000 (prorated)	PE (.50 FTE) Washington	8/21/2018
Rockwell, Rachel	\$50,000	Comm. School Coord. Hoover	8/20/2018
Schmidt, Kelly	\$44,900 (prorated)	Multicat Franklin	9/10/2018
Shanahan, Nick	\$45,174	Life Skills Coach ELSC	8/22/2018
Young, Dawn	\$69,400 (prorated)	Behavior Disorder Roosevelt	9/4/2018

CHANGE OF GRADE/POSITION - SALARIED STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Flaucher, Catherine	\$44,288	Engagement Specialist Hoover	8/17/2018
White, Caroline	\$45,328	Engagement Specialist Wright	8/17/2018

RESIGNATIONS - SALARIED STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Lake, Michelle	Personal	1st Grade Pierce	8/13/2018
Malcolm, Judd	Personal	WM & MN Basketball Roosevelt	8/10/2018
Roberts, Derek	Personal	Special Education Facilitator Tanager	8/15/2018
Todd, McCauley	Personal	Football Asst Washington	7/18/2018
Williams, Melissa	Personal	Volleyball Franklin	7/18/2018
Young, ShaNell	Personal	Engagement Specialist Wright	8/10/2018

APPOINTMENTS - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Abdelrahman, Abeer	\$12.00	Food Service Asst McKinley	8/23/2018

Ackerman, Kaitlin	\$13.94	Paraprofessional Erskine	8/22/2018
Ali, Khalid	\$18.11	Bus Driver ELSC	8/13/2018
Baldwin, Kim	\$12.00	Paraprofessional Nixon	8/22/2018
Ballard, Ariel	\$12.00	Paraprofessional Nixon	8/22/2018
Barr, Gary	\$13.72	Bus Attendant ELSC	8/13/2018
Bascom, Mindy	\$12.00	Food Service Asst Kennedy	8/23/2018
Beltramea, Steven	\$13.72	Bus Attendant ELSC	8/13/2018
Benter, Emily	\$12.00	Food Service Asst Harding	8/23/2018
Bjornsen, Addie	\$13.03	Child Care Professional IV Rockwell	8/13/2018
Boggs, Taylor	\$13.72	Bus Attendant ELSC	8/13/2018
Brown, Cherrise	\$13.82	Cashier McKinley	8/23/2018
Burmester, Kendra	\$12.00	Paraprofessional Harding	8/22/2018
Campbell, Mark	\$18.11	Bus Driver ELSC	8/13/2018
Campbell, Quilynda	\$12.00	Campus Security Jefferson	8/9/2018
Cassidy, Tera	\$12.00	Food Service Asst Hiawatha	8/23/2018
Cook, Dana	\$13.72	Bus Attendant ELSC	8/13/2018
Ernst, Mindy	\$14.00	Media Secretary Van Buren	8/22/2018
Felter, Victoria	\$13.72	Bus Attendant ELSC	8/13/2018
Flodeen, Kimberly	\$12.00	Food Service Asst Franklin	8/23/2018

Gandara, Paulette	\$12.00	Food Service Asst Harrison	8/23/2018
Gogel, Bobbi	\$12.00	Food Service Asst Harrison	8/23/2018
Haas, Michelle	\$14.79	Elem Asst Mgr Pierce	8/23/2018
Hague, Alyssa	\$25.00	Sp. Health Svcs Nurse Nixon	8/22/2018
Hasler, Katie	\$14.40	Health Secretary McKinley	8/22/2018
Holloway, David	\$13.72	Bus Attendant ELSC	8/13/2018
Holloway, Elizabeth	\$13.72	Bus Attendant ELSC	8/13/2018
Holtz, Greg	\$16.34	Custodian II Floater ELSC	8/13/2018
Hotka, Elizabeth	\$12.00	Paraprofessional Cleveland	8/22/2018
Hultman, Lexy	\$13.72	Bus Attendant ELSC	8/13/2018
Jepsen, Mike	\$12.00	Food Service Asst Kennedy	8/23/2018
Jungjohann, Whitney	\$16.34	Custodian II Floater ELSC	8/13/2018
Kessner, Andrea	\$13.94	Paraprofessional Nixon	8/22/2018
Kramer, Cindy	\$12.00	Food Service Asst Hoover	8/23/2018
Lane, Shawna	\$12.00	Food Service Asst Washington	8/23/2018
Lathrop, Sarah	\$16.34	Custodian II Floater ELSC	8/13/2018
Leggins, Ebonicia	\$12.00	Food Service Asst Jefferson	8/23/2018
Lowery, Brandy	\$14.40	Health Secretary Grant	8/22/2018
Madden, Stephanie	\$12.00	Paraprofessional McKinley	8/22/2018

Madlon, Skilar	\$12.00	Food Service Asst McKinley	8/23/2018
Malamphy, Alisha	\$13.82	Cashier Taft	8/23/2018
Matthess, Nichol	\$12.00	Food Service Asst Kennedy	8/23/2018
Meyer, Sheila	\$14.79	Secondary Cook/Baker McKinley	8/23/2018
Moore, Jordan	\$12.00	Paraprofessional McKinley	8/22/2018
Parker, April	\$12.00	Paraprofessional Wright	8/22/2018
Patzner, Kim	\$12.00	Food Service Asst Harding	8/23/2018
Ryan, Kelsey	\$13.94	Paraprofessional Harding	8/22/2018
Scratch, Joseph	\$13.72	Bus Attendant ELSC	8/13/2018
Sherard, Peggy	\$12.00	Food Service Asst Nixon	8/23/2018
Smith, Brooklin	\$11.74	Child Care Professional II Rockwell	8/23/2018
Speth, Cindy	\$12.00	Food Service Asst Van Buren	8/23/2018
Steadman, Claudia	\$13.72	Bus Attendant ELSC	8/13/2018
Tay, Diew	\$11.74	Child Care Professional II Rockwell	8/20/2018
Taylor, Keira	\$13.72	Bus Attendant ELSC	8/13/2018
Taylor, Marylan	\$13.72	Bus Attendant ELSC	8/13/2018
Tedford, Sarah	\$15.60	Accounting Clerk I ELSC	8/13/2018
Townsend, Kayla	\$12.00	Paraprofessional Grant Wood	8/22/2018
Valencia, Angela	\$12.00	Food Service Asst Franklin	8/23/2018

Waddell, Philip	\$16.34	Custodian II Floater ELSC	8/13/2018
Walton, Andrew	\$12.00	Paraprofessional Elementary Connections	8/22/2018
Warren, Aisha	\$16.34	Custodian II Floater ELSC	8/15/2018
Wimmer, Melissa	\$12.00	Food Service Asst McKinley	8/23/2018
Workman, Elizabeth	\$13.94	Paraprofessional Pierce	8/22/2018

CHANGE OF GRADE/POSITION - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Chandler, Kristin	\$22.11	Moderate ID Kennedy	7/1/2018
Clark, Kiana	\$12.00	Paraprofessional Roosevelt	8/22/2018
Gifford, Brenda	\$14.40	Health Secretary Madison	8/22/2018
Gillis, Nicole	\$12.46	Multicat 1:1 Jefferson	7/1/2018
Holerud, Mark	\$20.60	B.D. 1:1 Polk Alternative	7/1/2018
Kemper, Julie	\$16.34	Custodian II Floater ELSC	8/13/2018
Loffer, Leslee	\$14.15	Para- Early Learning Taylor	7/1/2018
Meppelink, Danelle	\$13.48	BD Hiawatha	7/1/2018
Nguyen, Hong	\$14.40	Health Secretary Polk	8/16/2018
Schulz, Abigail	\$18.38	Behavior Tech Grant Wood	8/22/2018
Seely, Erin	\$18.24	Middle School Associate Taft	7/1/2018
Sindt, Krissa	\$14.16	Kindergarten Para Erskine	7/1/2018

Strong, Iris	\$14.15	Multicat Garfield	7/1/2018
Ulch, Kerri	\$20.05	Paraprofessional Washington	7/1/2018
Von Sprecken, Michelle	\$14.00	Media Secretary Truman	8/22/2018

RESIGNATIONS - HOURLY STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Berry, Mary	Personal	Food Service Asst McKinley	8/1/2018
Brown, Cynthia	Personal	Kindergarten Coolidge	8/3/2018
Buckley, Kelly	Personal	Kindergarten Hoover	7/6/2018
Buettner, Neil	Personal	Bus Attendant ELSC	8/21/2018
Bunker, Shannon	Personal	Cashier Truman	8/1/2018
Ferdig, Denise	Personal	Food Service Asst Kennedy	7/24/2018
Griffith, Kashi	Personal	Child Care Professional Rockwell	8/8/2018
Hammes, Deborah	Personal	Bus Attendant Transportation	8/20/2018
Helle, Cindy	Personal	Food Service Asst Pierce	8/21/2018
Johnson, Julieo	Personal	ECSE Arthur	8/16/2018
Kelley, Laura	Personal	Food Service Asst Hiawatha	8/3/2018
Oloff, Kay	Personal	Food Service Asst Kennedy	7/31/2018
Patrick, Troy	Personal	Bus Driver Transportation	8/9/2018
Porter, Kathy	Personal	Cashier Jefferson	8/20/2018
Spivey, Christine	Personal	Food Service Asst Grant Wood	8/10/2018

Stinger, Penny	Personal	Food Service Asst Viola Gibson	7/30/2018
Thomas, Arnetta	Personal	Food Service Asst Franklin	8/13/2018
Tribley, Amanda	Personal	BD Hiawatha	8/7/2018
Ventura Trejo, Martha	Personal	Cashier Kennedy	8/31/2018
Whitmer, Douglas	Personal	Crossing Guard Cleveland	8/6/2018
Wood, Nicole	Personal	Food Service Asst Arthur	7/31/2018
Volk, Stephanie	Personal	Multicat Truman	5/30/2018
Zerba, Dawn	Personal	Elementary Engineer Truman	8/17/2018

RETIREMENTS - HOURLY STAFF

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Blaylock, Peggy		BD Elementary Connections	9/20/2018
Roberts, Susan		BD Elementary Connections	9/28/2018

Level Changes

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>FTE</u>	<u>OLD LEVEL</u>	<u>OLD FULL BASE</u>	<u>OLD FTE BASE</u>	<u>NEW LEVEL</u>	<u>NEW FULL BASE</u>	<u>NEW FTE BASE</u>	<u>CODE</u>	<u>FTE COST</u>
Annis	Keri	1.0	MA	67,211.98	\$67,212	MA+15	\$70,573	\$70,573	1	\$3,361
Arkenberg	Loan	1.0	MA+30	72,940.43	\$72,940	MA+45	\$76,587	\$76,587	1	\$3,647
Bailey	Alexis	1.0	BA	\$49,053	\$49,053	BA+12	\$51,261	\$51,261	1	\$2,207
Baker	Tricia	1.0	BA	\$46,470	\$46,470	BA+12	\$48,561	\$48,561	1	\$2,091
Barnard	Stacia	1.0	MA+30	72,419.34	\$72,419	MA+45	\$76,040	\$76,040	1	\$3,621
Becker	Caitlin	1.0	BA+12	56,159.88	\$56,160	BA+24	\$58,687	\$58,687	1	\$2,527
Becker	Caitlin	1.0	BA+24	58,687.00	\$58,687	MA	\$61,621	\$61,621	2	\$2,934
Boesenberg	Kiley	1.0	BA+24	\$60,268	\$60,268	MA	\$63,281	\$63,281	2	\$3,013
Borschel	Carol	1.0	MA	76,650.77	\$76,651	MA+15	\$80,483	\$80,483	1	\$3,833
Bouzek	Roger	1.0	MA+15	65,729.30	\$65,729	MA+30	\$69,016	\$69,016	1	\$3,286
Boyer	Amanda	1.0	BA	\$52,982	\$52,982	BA+12	\$55,366	\$55,366	1	\$2,384
Bryant	Christine	1.0	BA+12	70129.14	\$70,129	BA+24	\$73,285	\$73,285	1	\$3,156
Buckley	Ann	1.0	BA+36	\$74,220	\$74,220	BA+48	\$75,704	\$75,704	1	\$1,484
Buelow	Carrie	1.0	MA	66,620.25	\$66,620	MA+15	\$69,951	\$69,951	1	\$3,331
Burger	Dana	1.0	BA+24	\$56,480	\$56,480	MA	\$59,304	\$59,304	2	\$2,824
Butschi	Laura	1.0	MA+45	80,156.21	\$80,156	MA+60	\$82,561	\$82,561	1	\$2,405
Casey- Toll	Tara	1.0	BA	\$53,372	\$53,372	BA+12	\$55,774	\$55,774	1	\$2,402
Casey- Toll	Tara	1.0	BA+12	55774.00	\$55,774	BA+24	\$58,284	\$58,284	1	\$2,510
Casey- Toll	Tara	1.0	BA+24	58,284.00	\$58,284	MA	\$61,198	\$61,198	2	\$2,914
Castelluccio	Bridget	1.0	BA+36	61,734.77	\$61,735	MA	\$63,587	\$63,587	2	\$1,852
Devorak	Deb	1.0	MA	65,344.39	\$65,344	MA+15	\$68,612	\$68,612	1	\$3,267
Digiacomo	Ann	1.0	BA+48	65,813.04	\$65,813	MA	\$66,471	\$66,471	2	\$658
Eaton	Josh	1.0	BA	\$54,152	\$54,152	BA+12	\$56,588	\$56,588	1	\$2,437
Ernzen	Laura	1.0	MA+45	74,255.24	\$74,255	MA+60	\$76,483	\$76,483	1	\$2,228
Everhart	Jean	1.0	MA+15	71,175.63	\$71,176	MA+30	\$74,734	\$74,734	1	\$3,559
Finley	Amanda	1.0	BA+12	53575.58	\$53,576	BA+24	\$55,986	\$55,986	1	\$2,411
Fowler	Angela	1.0	PhD+60	\$92,423	\$92,423	PhD+30	\$97,043.71	\$97,044	1	\$4,621
Fowler	Angela	1.0	PhD+75	\$97,044	\$97,044	PhD+45	\$101,896.20	\$101,896	1	\$4,852
Fricke	Deborah	1.0	BA	\$54,453	\$54,453	BA+12	\$56,904	\$56,904	1	\$2,450
Friedman	Cynthia	1.0	MA	62,794.81	\$62,795	MA+15	\$65,935	\$65,935	1	\$3,140
Fritch	Wayne	1.0	MA+30	81,945.47	\$81,945	MA+45	\$86,043	\$86,043	1	\$4,097
Furry	Deena	1.0	MA+15	81,985.83	\$81,986	MA+30	\$86,085	\$86,085	1	\$4,099
Girdner	Carmen	1.0	MA+45	87,207.21	\$87,207	MA+60	\$89,823	\$89,823	1	\$2,616
Williams	Amber	1.0	BA+12	52488.97	\$52,489	BA+24	\$54,851	\$54,851	1	\$2,362
Granadillo	Maria	1.0	BA+36	60,035.47	\$60,035	MA	\$61,837	\$61,837	2	\$1,801
Hancock	Penni	1.0	BA+24	72,674.40	\$72,674	BA+36	\$74,128	\$74,128	1	\$1,453
Harger	Amy	1.0	MA+60	\$77,222	\$77,222	MA+75	\$79,538	\$79,538	1	\$2,317
Hinke	Jessica	1.0	BA	\$50,229	\$50,229	BA+12	\$52,489	\$52,489	1	\$2,260
Horton	Jennifer	1.0	MA+60	81,024.65	\$81,025	MA+75	\$83,455	\$83,455	1	\$2,431
Hrubes	Kathryn	1.0	BA+48	72,955.43	\$72,955	MA	\$73,685	\$73,685	2	\$730
Huston	Cathy	1.0	BA+36	61,302.57	\$61,303	MA	\$63,142	\$63,142	2	\$1,839
Kasper	Mackenzie	1.0	BA+24	54,449.10	\$54,449	MA	\$57,172	\$57,172	2	\$2,722

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>FTE</u>	<u>OLD LEVEL</u>	<u>OLD FULL BASE</u>	<u>OLD FTE BASE</u>	<u>NEW LEVEL</u>	<u>NEW FULL BASE</u>	<u>NEW FTE BASE</u>	<u>CODE</u>	<u>FTE COST</u>
Klaren	Samantha	1.0	BA	\$48,793	\$48,793	BA+12	\$50,989	\$50,989	1	\$2,196
Krogmann	Ashley	1.0	BA	\$45,147	\$45,147	BA+12	\$47,179	\$47,179	1	\$2,032
Krystofiak	Ronda	1.0	MA	57,267.00	\$57,267	MA+15	\$60,130	\$60,130	1	\$2,863
Kwilose	Cheryl	0.75	BA	\$57,677	\$43,258	BA+12	\$60,273	\$45,205	1	\$1,947
Kwilose	Cheryl	0.75	BA+12	60273.00	\$45,205	BA+24	\$62,985	\$47,239	1	\$2,034
Lafrenz	Christine	1.0	MA	84,920.02	\$84,920	MA+15	\$89,166	\$89,166	1	\$4,246
Lafrenz	Christine	1.0	MA+15	89,166.00	\$89,166	MA+30	\$93,624	\$93,624	1	\$4,458
Leis	Kristin	1.0	BA+24	59,499.43	\$59,499	MA	\$62,474	\$62,474	2	\$2,975
Lindo	Tasha	1.0	BA+36	59,154.44	\$59,154	MA	\$60,929	\$60,929	2	\$1,775
Locke	Jeanette	1.0	BA+12	48561.26	\$48,561	BA+24	\$50,747	\$50,747	1	\$2,185
Maiers	Annjanette	1.0	BA+12	56903.76	\$56,904	BA+24	\$59,464	\$59,464	1	\$2,561
Manka	Krystal	1.0	MA+15	65,533.00	\$65,533	MA+30	\$68,810	\$68,810	1	\$3,277
Matthews	Carolyn	1.0	BA+24	55,528.29	\$55,528	BA+36	\$56,639	\$56,639	1	\$1,111
Melchert	Denise	1.0	MA+60	97,600.75	\$97,601	MA+75	\$100,529	\$100,529	1	\$2,928
Micek	Lindsay	1.0	MA	61,987.27	\$61,987	MA+15	\$65,087	\$65,087	1	\$3,099
Millacci	Tiffany	1.0	MA	\$57,267	\$57,267	MA+15	\$60,130	\$60,130	1	\$2,863
Mueller	Kristen	1.0	MA+30	\$69,294	\$69,294	MA+45	\$72,759	\$72,759	1	\$3,465
Soukup	Andrea	1.0	BA+36	56,541.18	\$56,541	MA	\$58,237	\$58,237	2	\$1,696
Nelson	Traci	1.0	BA+12	57007.21	\$57,007	BA+24	\$59,573	\$59,573	1	\$2,565
Neve	Abbey	1.0	BA+12	51260.51	\$51,261	BA+24	\$53,567	\$53,567	1	\$2,307
Novotny	Jennifer	1.0	MA+45	74,340.34	\$74,340	MA+60	\$76,571	\$76,571	1	\$2,230
Ottemoeller	Dan	1.0	BA	\$45,147	\$45,147	BA+12	\$47,179	\$47,179	1	\$2,032
Oxley	Breanna	1.0	BA+12	50988.80	\$50,989	BA+24	\$53,283	\$53,283	1	\$2,294
Pallesen Fry	Sara	1.0	MA+45	\$71,296	\$71,296	MA+60	\$73,434	\$73,434	1	\$2,139
Petersen	Lillian	1.0	BA	\$49,053	\$49,053	BA+12	\$51,261	\$51,261	1	\$2,207
Poggenklass	Megan	1.0	MA	\$65,374	\$65,374	MA+15	\$68,643	\$68,643	1	\$3,269
Riha	Lori	1.0	MA	\$65,392	\$65,392	MA+15	\$68,662	\$68,662	1	\$3,270
Rumelhart	Susan	1.0	MA+60	95,217.44	\$95,217	MA+75	\$98,074	\$98,074	1	\$2,857
Sabin	Jeffery	1.0	BA+24	59,441.60	\$59,442	MA	\$62,414	\$62,414	2	\$2,972
Scheurman	Jamie	1.0	BA+12	60825.23	\$60,825	BA+24	\$63,562	\$63,562	1	\$2,737
Schroeder	Joliann	1.0	BA+12	56412.26	\$56,412	BA+24	\$58,951	\$58,951	1	\$2,539
Schuch	Kelli	1.0	BA	\$56,148	\$56,148	BA+12	\$58,674	\$58,674	1	\$2,527
Schulte	Mary	1.0	BA+24	62,412.38	\$62,412	BA+36	\$63,661	\$63,661	1	\$1,248
Schuring	Linda	1.0	BA+48	60,548.42	\$60,548	MA	\$61,154	\$61,154	2	\$605
Schwartz	Joelle	1.0	BA+12	52488.75	\$52,489	BA+24	\$54,851	\$54,851	1	\$2,362
Schwartz	Joelle	1.0	BA+24	54,851.00	\$54,851	MA	\$57,594	\$57,594	2	\$2,743
Secl	Matthew	1.0	BA+12	56735.02	\$56,735	BA+24	\$59,288	\$59,288	1	\$2,553
Secl	Matthew	1.0	BA+24	59,288.00	\$59,288	MA	\$62,252	\$62,252	2	\$2,964
Seward	Kimberly	0.8	BA+36	\$72,815	\$58,252	BA+48	\$74,271	\$59,417	1	\$1,165
Sickles	Ashley	1.0	BA	\$47,470	\$47,470	BA+12	\$49,606	\$49,606	1	\$2,136
Sickles	Ashley	1.0	BA+12	49,606.00	\$49,606	BA+24	\$51,838	\$51,838	1	\$2,232
Siniff	Jacinda	1.0	BA+12	50210.92	\$50,211	BA+24	\$52,470	\$52,470	1	\$2,259

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>FTE</u>	<u>OLD LEVEL</u>	<u>OLD FULL BASE</u>	<u>OLD FTE BASE</u>	<u>NEW LEVEL</u>	<u>NEW FULL BASE</u>	<u>NEW FTE BASE</u>	<u>CODE</u>	<u>FTE COST</u>
Stark	Susan	1.0	MA	\$65,314	\$65,314	MA+15	\$68,579	\$68,579	1	\$3,266
Stensland	Darcy	1.0	MA+30	\$67,841	\$67,841	MA+45	\$71,233	\$71,233	1	\$3,392
Strang	Amber	1.0	BA+12	56588.50	\$56,589	BA+24	\$59,135	\$59,135	1	\$2,546
Strang	Amber	1.0	BA+24	\$59,135	\$59,135	MA	\$62,092	\$62,092	2	\$2,957
Suther	Mindy	1.0	MA+15	70,089.84	\$70,090	MA+30	\$73,594	\$73,594	1	\$3,504
Tatum	Amber	1.0	BA	\$53,372	\$53,372	BA+12	\$55,774	\$55,774	1	\$2,402
Tatum	Amber	1.0	BA+12	55,774.00	\$55,774	BA+24	\$58,284	\$58,284	1	\$2,510
Tatum	Amber	1.0	BA+24	58,284.00	\$58,284	MA	\$61,198	\$61,198	2	\$2,914
Thomas	Linsey	1.0	BA+36	60,366.37	\$60,366	MA	\$62,177	\$62,177	2	\$1,811
Vallad	Alison	1.0	BA	\$48,049	\$48,049	BA+12	\$50,211	\$50,211	1	\$2,162
Wawro	Tammy	1.0	MA	94,605.69	\$94,606	MA+15	\$99,336	\$99,336	1	\$4,730
Wawro	Tammy	1.0	MA+15	99,336.00	\$99,336	MA+30	\$104,303	\$104,303	1	\$4,967
Wawro	Tammy	1.0	MA+30	104,303.00	\$104,303	MA+45	\$109,518	\$109,518	1	\$5,215
Wawro	Tammy	1.0	MA+45	\$109,518	\$109,518	PhD	\$120,469.80	\$120,470	2	\$10,952
Weber	Tricia	1.0	MA+15	\$67,657	\$67,657	MA+30	\$71,040	\$71,040	1	\$3,383
Weis	Erin	1.0	BA+24	54,349.69	\$54,350	MA	\$57,067	\$57,067	2	\$2,717
Westercamp	Jessica	1.0	MA+30	69,072.27	\$69,072	MA+45	\$72,526	\$72,526	1	\$3,454
Wheatley McLaughlin	Tara	1.0	MA+15	\$68,269	\$68,269	MA+30	\$71,682	\$71,682	1	\$3,413
Williams	Amber	1.0	BA+24	\$54,851	\$54,851	MA	\$57,594	\$57,594	2	\$2,743
Williams	Amber	1.0	BA+24	\$54,851	\$54,851	MA	\$57,594	\$57,594	2	\$2,743
Ziemer	Peggy	1.0	BA+12	57936.74	\$57,937	BA+24	\$60,544	\$60,544	1	\$2,607
				\$6,528,987.64	\$6,484,937.08		\$6,811,545.04	\$6,765,876.28		\$280,939.20
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-19-011/01 Policy Manual – Review & Revisions –300.1a “Leadership Team”, 400 “Instructional Programs”, 400.1 “School Calendar & Instructional Day”, 400.8 “Special Education Programs & Services”, 401 “Multicultural Nonsexist Education”, 402.7 “Legal & Ethical Use of Information Resources”, 402.7a “Guidelines for Fair Use of Copyrighted Materials”, 406 “Curriculum Development & Revisions”, 1002.4 “Gifts and Donations”, and 1004.1 “Fundraising” (Brad Buck/Laurel Day)

The Board of Education reviews policies, regulations and procedures at least once every five years. Board approval is required for all policies. Administrative regulations and procedures do not require Board approval.

The agenda item includes policies, regulations, and procedures that have been reviewed by Policy Review Committee (PRC). Most proposed revisions are based on changes to state and federal law, current District practice, and to maintain the District’s Policy Manual up-to-date as required by Iowa Code. The PRC utilizes legal & policy services provided by the Iowa Association of School Boards, National Association of School Boards, including policy primer & on-line sample policy documents. Guidance from District Legal Counsel was sought. Information Item

Policy Manual #	Title	Action
300.1a	Leadership Team	Revised
400	Instructional Programs	Reviewed
400.1	School Calendar & Instructional Day	Revised
400.8	Special Education Programs & Services	Reviewed
401	Multicultural Nonsexist Education	Revised
402.7	Legal & Ethical Use of Information Resources	Revised
402.7a	Guidelines for Fair Use of Copyrighted Materials	Reviewed
406	Curriculum Development & Revisions	Revised
1002.4	Gifts and Donations	Revised
1004.1	Fundraising	Revised

BA-19-071 Amended - Annual Meeting - September 24, 2018 (Laurel Day)

The annual meeting of the Board of Education will be held on Monday, September 24, 2018 at the Educational Leadership and Support Center, Board Room, 2500 Edgewood Rd NW, Cedar Rapids, Iowa, as correctly identified on the 2018-2019 Board Meeting Schedule. This is a revision from the information shared with the Board of Directors at the April 10, 2018 Board Meeting which stated the annual meeting of the Board of Education would be held on September 10, 2018. Information Item.

BA-19-072 Agreement - Cedar Rapids Community School District and Top R.A.N.K., LLC Partnership (Linda Noggle)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District Top R.A.N.K to provide candidates for the diversity hiring program recruiter.

BA-19-073 Agreement - Cedar Rapids Community School District and Safe and Civil Schools 2018-2019 School Year (Adam Zimmermann)

It was recommended that the Board of Education approve the Agreement for services between the Cedar Rapids Community School District and Safe and Civil Schools for the 2018-2019 school year.

BA-19-074 Final Approval - Taft Middle School Asphalt Repair 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 - Taft Middle School Asphalt Repair Project**.

BA-19-075 Agreement - Cedar Rapids Community School District and RSP & Associates for District Enrollment & Boundary Assessment Services - 2018-2021 School Years (David Nicholson/Brad Buck)

It was recommended that the Board of Education approve the on-going Agreement with Cedar Rapids Community School District and RSP and Associates, LLC for the District Enrollment, Facility, and Boundary Assessment Professional Services during the 2018-21 School Years.

- BA-19-076 Activity Fund Agreed Upon Procedures Engagement Letter with RSM US LLP (David Nicholson)**
- As requested by the Board of Education, the Activity Fund Engagement letter was prepared by RSM US LLP for the agreed upon procedures related to the Fall Activity Fund review of financial activity to be conducted at all secondary schools and Kingston Stadium. These procedures are aligned with District established cash management procedures. Information Item.
- BA-19-077 Agreement – Cedar Rapids Community School District and CommonLit for Data Sharing (Craig Barnum)**
- It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and CommonLit for Data Sharing.
- BA-19-078 Final Approval –Truman Elementary School Asphalt Repair 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 – Truman Elementary School Asphalt Repair Project.**
- BA-19-079 Approval – Van Buren Elementary School Roof Improvement Projects – Bid Package 2 – Change Order #1 (Chris Gates)**
- It was recommended that the Board of Education approve Change Order #1 to Cedar Service Company for the **Van Buren Elementary School 2018-19 Roof Improvement Projects Bid Package 2.**
- BA-19-080 28E Agreement – Cedar Rapids Community School District and Mount Vernon School District for Iowa BIG Partnership – 2018-2019 School Year (Trace Pickering)**
- It was recommended that the Board of Education approve the 28E Agreement between the Cedar Rapids Community School District and the Mt. Vernon Community School District for Iowa BIG Partnership during the 2018-2019 School Year.
- BA-19-081 Approval – Nixon and Pierce Elementary Schools Roof Improvement Projects – Bid Package 1 – Change Order #1 (Chris Gates)**
- It was recommended that the Board of Education approve Change Order #1 to Advance Builders Corp for the **Pierce and Nixon Elementary Schools 2018-19 Roof Improvement Projects Bid Package 1.**
- BA-19-082 Kingston Stadium Concrete Repair Project – Change Order #1 (Chris Gates)**
- Central States Concrete LLC is the contractor for this project with a contract amount of \$39,635.25. The source of funding is the Physical Plant and Equipment Levy (PPEL). Central States Concrete LLC is requesting a change order in the amount of \$7,593.45, for a new contract amount of \$47,228.70. Change Order #1 results from an owner’s request to add the complete cost to rebuild 15 drains.
- Due to the dollar limit per Board Regulation and Iowa Code, this change order was submitted to the Board as information only. Information Item.

**BA-19-083 Final Approval –Taft Middle School Concrete Replacement 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 – Taft Middle School Concrete Replacement Project.**

**BA-19-084 Final Approval – Washington High School Little Theater Seating Project 2018–
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 – Washington High School Little Theater Seating Project 2018.**

**BA-19-085 Final Approval – Harrison Elementary School Masonry Repairs 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 – Harrison Elementary School Masonry Repairs Project 2018.**

**BA-19-086 Agreement – Cedar Rapids Community School District and Mercy Medical Center
Employee Assistance Program Services – 2018-2019 School Year (Linda Noggle)**

It was recommended that the Board of Education approve the on-going Agreement between the Cedar Rapids Community School District and Mercy Medical Center for EAP Services during the 2018-2019 School Year.

**BA-19-087 Kennedy High School Auditorium ADA Seating Project– Change Order #1
(Chris Gates)**

Olmstead Construction is the contractor for this project with a contract amount of \$39,635.25. The source of funding is the Secure an Advanced Vision for Education Fund (SAVE). Olmstead Construction is requesting a change order in the amount of \$3,305.00, for a new contract amount of \$36,155.00. Change Order #1 results from an owner's request to add 5 guard rails on the ends of the seating areas.

Due to the dollar limit per Board Regulation and Iowa Code, this change order was submitted to the Board as information only. Information Item.

**BA-19-088 Kingston Stadium Concrete Repair Project – Change Order #2
(Chris Gates)**

Central States Concrete LLC is the contractor for this project with a contract amount of \$47,228.70. The source of funding is the Physical Plant and Equipment Levy (PPEL). Central States Concrete LLC is requesting a change order in the amount of \$7,789.13, for a new contract amount of \$55,017.83. Change Order #2 results from an unforeseen condition resulting in the cost to remove and replace an additional 555.75 square feet of concrete around the 15 drains.

Due to the dollar limit per Board Regulation and Iowa Code, this change order was submitted to the Board as information only. Information Item.

BA-19-089 Jefferson High School Gym Floor Refinishing Project- Change Order #1 (Jon Galbraith)

Anderson Ladd, Inc. is the contractor for this project with a contract amount of \$23,609.00. The source of funding is the Physical Plant and Equipment Levy Fund (PPEL). Anderson Ladd, Inc. is requesting a change order in the amount of \$2,688.00, for a new contract amount of \$26,297.00. Change Order #1 results from an owner's request for material and labor to install 4 volleyball sleeves and covers.

Due to the dollar limit per Board Regulation and Iowa Code, this change order was submitted to the Board as information only. Information Item.

BA-19-090 Agreement - Cedar Rapids Community School District and Iowa Art Works, Inc. 2018-2019 School Year (John Rice)

It was recommended that the Board of Education approve the on-going Agreement between Cedar Rapids Community School District and Iowa Arts Works, Inc. for the 2018-2019 school year.

BA-19-091 Agreement - Cedar Rapids Community School District and Red Cedar Chamber Orchestra - 2018-2019 School Year (John Rice)

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

BA-19-092 Agreement - Cedar Rapids Community School District and Cedar Rapids Opera Theatre - 2018-2019 School Year (John Rice)

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

BA-19-093 Final Approval - Harding Middle School Lift Replacement 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 - Harding Middle School Lift Replacement Project 2018.**

BA-19-094 Jefferson High School Auditorium ADA Improvements Project- Change Order #1 (Chris Gates)

Garling Construction Co. is the contractor for this project with a contract amount of \$71,210.00. The source of funding is the Secure an Advanced Vision for Education Fund (SAVE). Garling Construction Co. is requesting a change order in the amount of \$3,499.75, for a new contract amount of \$74,709.75. Change Order #1 results from an unforeseen condition to add the cost to install and paint a pegboard on the back wall.

Due to the dollar limit per Board Regulation and Iowa Code, this change order was submitted to the Board as information only. Information Item.

BA-19-095 Agreement – Cedar Rapids Community School District and Interval Technology Partners aka Enriching Students for Data Sharing (Craig Barnum)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Enriching Students for Data Sharing.

BA-19-096 Agreement – Cedar Rapids Community School District and Iowa Jobs for America’s Graduates, AKA iJAG, for Data Sharing (Craig Barnum)

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and iJAG for Data Sharing.

BA-19-097 Memorandum of Understanding – Cedar Rapids Community School District and Iowa Jobs for America’s Graduates (iJAG) 2018-2019 School Year (John Rice)

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

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

Record of the roll call vote for items **BA-19-000/03, BA-19-001/02, BA-19-002/02, BA-19-003/02, BA-19-004/01, BA-19-008/02, BA-19-009/03, BA-19-072, BA-19-073, BA-19-074, BA-19-075, BA-19-077, BA-19-078, BA-19-079, BA-19-080, BA-19-081, BA-19-083, BA-19-084, BA-19-085, BA-19-086, BA-19-090, BA-19-091, BA-19-092, BA-19-093, BA-19-095, BA-19-096, and BA-19-097** was: Ayes: Directors Anhalt, Borcharding, Humbles, Jacobo, Janssen, and Laverty. Nays: None. Absent: Director Meisterling.

WORK SESSION

BA-19-098 Board Goals (John Laverty)

The Board reviewed and discussed their current goals. In addition, Dr. Buck and members of Administration provided an overview of the District’s work as it relates to the Strategic Plan and development of Board Goals for the 2018-2019 School Year. Information Item.

SCHOOL BOARD CALENDAR

2018 – AUGUST

Monday	Aug 27	5:30 pm	Board Work Session & Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
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2018- SEPTEMBER

Monday	Sept 3		Labor Day Holiday	Office Closed
Monday	Sept 10	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW

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

2018- OCTOBER

Monday Oct 8 5:30 pm Board Regular Meeting ELSC, Board Room
2500 Edgewood Rd NW

Monday Oct 22 5:30 pm Board Work Session & Regular Meeting ELSC, Board Room
2500 Edgewood Rd NW

2018 - NOVEMBER

Monday Nov 12 5:30 pm Board Regular Meeting ELSC, Board Room
2500 Edgewood Rd NW

There being no further business coming before the Board, President Laverty adjourned the meeting at 6:57 p.m.

By: Laurel Day, Board Secretary

Board of Education approved Record of Proceedings on September 10, 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