

## 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, October 8, 2018 @ 5:30 p.m.

#### **ATTENDANCE**

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

Also present: Brad Buck, Noreen Bush, Laurel Day, Rod Dooley, Carlos Grant, David Nicholson, and Linda Noggle.

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

#### **APPROVAL OF AGENDA**

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

Upon motion by Director Mary Meisterling, and second by Director Kristin Janssen, the Board approved the agenda of Monday, October 8, 2018 Regular Board Meeting as revised, and that each item is considered ready for discussion and/or action.

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

#### **PUBLIC HEARING**

##### **BA-19-133      Public Hearing – Cedar Rapids Community School District – Instructional Time Reporting in Hours vs. Days for the 2019-2020 School Year (Brad Buck)**

Pursuant to Iowa Code 256.7(19), a public hearing was held at a School Board meeting for the purpose of receiving any objections to the District's responsibility to report either instructional time in either hours or days.

All school districts are required to report instructional time to the Iowa Department of Education. A district that reports in days must include 180 days of instruction and a district that reports in hours must include 1080 hours of instruction.

Reporting in hours allows flexibility if it becomes necessary to make up lost instructional time because there are no minimum or maximum day lengths required. This permits instruction to be made up closer to the point in time in which it is lost. Reporting in hours also allows districts to stay closely aligned to the published school year end date.

After the Board's consideration or any written and/or oral objections presented, the appropriate Board action is to give final approval to the administration's recommendation to report instructional time in hours for the 2019-2020 school year.

No written or oral objections were received on or before the Public Hearing: Instructional Time Reporting in Hours vs. Days for the 2019-2020 School Year. Information Item.

### SUPERINTENDENT'S REPORT

Dr. Buck stated that online registration is now open for the 22<sup>nd</sup> annual America Reads: Reading is Contagious literacy celebration. America Reads 2018 will be held in our district on October 26 and the deadline to register as a reader is October 19<sup>th</sup>. Today marks the first of two days of professional learning for our staff. These valuable staff learning days are focused on Professional Learning Communities and help guide staff plans for assessment and highly effective teams. The inaugural SKOOLD! event will be held on October 10<sup>th</sup> in Whipple Auditorium from 5:00-6:30pm and features the Jackson Elementary School Principal, a Garfield Elementary 4<sup>th</sup> grade teacher, and Metro High School's lunchroom manager. Lastly, CRCSD Community Coffee is Thursday morning at NewBo Market. Community members will have an opportunity to learn more about the passion-driven work around curriculum, culture and climate, and how public-school choice is alive and well through our magnet school offerings.

### BOARD REPORTS

Director Borchering highlighted the recent African-American Museum of Iowa "History Makers Gala" where Shelby Humbles was recognized for his service to the community.

### COMMUNICATIONS, DELEGATIONS, AND PETITIONS

None to report.

### CONSENT AGENDA

#### **BA-19-000/ 06 Minutes - Annual and Regular Meetings/Work Session on September 24, 2018 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Annual and Regular Meetings/Work Session held on Monday, September 24, 2018.

#### **BA-19-008/05 Open Enrollment - Denial 2018-2019 (John Rice)**

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

#### **BA-19-009/ 06 Personnel Report (Linda Noggle)**

#### **BA-19-009/06 PERSONNEL**

#### **APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Berryknoop, Sandra	\$61,900 (prorated)	2nd Grade Arthur	9/4/2018
Briscoe, Joy	\$73,000 (prorated)	Diversity Recruiter ELSC	8/15/2018

Meeker, Kayla	\$44,700 (prorated)	Blended Learning Nixon	9/24/2018
Miles, Edmond	\$45174 (prorated)	Engagement Specialist Polk	9/24/2018
Oglesby, Josh	\$43792 (prorated)	Engagement Specialist Arthur	10/1/2018
Trickey, Benjamin	\$2,888	Football Asst Jefferson	9/25/2018

**RESIGNATIONS - SALARIED STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Wosoba, Carla	Personal	Wm Track Asst Washington	9/20/2018

**APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderson, Jonathan	\$12.00	Paraprofessional Wright	9/24/2018
Ayers, Alexes	\$11.74	Child Care Professional II Rockwell	10/1/2018
Ayers-Berry, Jaclin	\$18.11	Bus Driver ELSC	10/1/2018
Bares, Jeri Lyn	\$13.94	Paraprofessional Grant Wood	10/1/2018
Behel, Tami	\$13.72	Bus Attendant ELSC	9/24/2018
Brown, Jody	\$12.00	Enrichment Coordinator Arthur	9/28/2018
Buck, Skie	\$13.72	Bus Attendant ELSC	10/1/2018
Carr, Robert	\$14.30	Multicat Jefferson	9/18/2018
Dzikonski, Alisha	\$12.25	Paraprofessional Roosevelt	10/1/2018
Gassmann, Steven	\$13.72	Bus Attendant ELSC	9/24/2018
Gott, Nichole	\$13.72	Bus Attendant ELSC	10/1/2018

Hall, Kiara	\$13.72	Bus Attendant ELSC	10/1/2018
Hargens, Anita	\$12.00	Food Service Asst Washington	9/24/2018
Jaeger, Leesa	\$12.00	Paraprofessional Taft	9/24/2018
Johnson, Armishia	\$12.00	Food Service Asst Nixon	9/24/2018
Keys, Megan	\$11.74	Child Care Professional II Rockwell	9/24/2018
Marak, Courtney	\$13.72	Bus Attendant ELSC	9/24/2018
Mrkvicka, Jennifer	\$12.00	Paraprofessional Kennedy	10/1/2018
Raue, Jasmine	\$12.00	Paraprofessional Roosevelt	10/1/2018
Rausch, Steven	\$13.72	Bus Attendant ELSC	9/24/2018
Recker, Nancy	\$12.37	Paraprofessional Washington	9/24/2018
Redenbaugh, Lorie	\$14.79	Elem Asst Mgr Arthur	9/24/2018
Scott, Breccia	\$13.72	Bus Attendant ELSC	10/1/2018
Speidel, Amanda	\$12.00	Enrichment Coordinator Kenwood	9/24/2018
Speidel, Amanda	\$11.76	Crossing Guard Kenwood	9/24/2018
Waterman, Linda	\$13.94	Paraprofessional Gibson	10/1/2018
Welsh, Scotty	\$18.11	Bus Driver ELSC	9/24/2018
Westcott, Ruth	\$18.11	Bus Driver ELSC	10/1/2018
Williams, Melissa	\$13.72	Bus Attendant ELSC	10/1/2018

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

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Updike, Candra	\$12.00	Paraprofessional Wilson	9/20/2018

**RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Dzikonski, Alisha	Personal	Mod ID 1:1 Grant	9/18/2018
Graves, Jeremy	Personal	Food Service Asst Harrison	10/4/2018
Jencks, Deanna	Personal	Elementary Engineer Wright	10/30/2018
Jensen, Roger	Personal	Bus Attendant Transportation	9/10/2018
Mooney, Shawn	Personal	Food Service Asst Jefferson	9/24/2018
Nyaskiza, Nyakizungu	Personal	Crossing Guard Hoover	9/19/2018
Sacquitne, Kathy	Personal	Child Care Professional Rockwell	10/19/2018
Scratch, Joseph	Personal	Bus Attendant Transportation	10/5/2018
Strong, Iris	Personal	Multicat Garfield	10/2/2018
Updike, Candra	Personal	Cashier Wilson	9/19/2019
Webber, Elizabeth	Personal	Child Care Professional ELSC	10/11/2018
Wilson, Stacy	Personal	Bus Driver Transportation	9/24/2018

**TERMINATIONS - HOURLY STAFF**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Blazek, Geraldine	Food Service Asst Roosevelt	9/21/2018

LEVEL CHANGES 2018-2019										
LAST NAME	FIRST NAME	FTE	OLD LEVEL	OLD FULL BASE	OLD FTE BASE	NEW LEVEL	NEW FULL BASE	NEW FTE BASE	CODE	FTE COST
Alger	Marie	1.00	MA+15	\$59,954	\$59,954	MA+30	\$62,952	\$62,952	1	\$2,998
A tanasoff	A mie	1.00	BA+12	\$57,043	\$57,043	BA+24	\$59,610	\$59,610	1	\$2,567
Betts	Beth	1.00	MA	\$64,814	\$64,814	MA+15	\$68,055	\$68,055	1	\$3,241
Brown	Justin	1.00	BA	\$48,049	\$48,049	BA+12	\$50,211	\$50,211	1	\$2,162
Buerman	Julie	1.00	BA+48	\$65,551	\$65,551	MA	\$66,207	\$66,207	2	\$656
Camann	Sarah	1.00	BA	\$48,793	\$48,793	BA+12	\$50,989	\$50,989	1	\$2,196
Coleman	Terri	1.00	MA+45	\$74,836	\$74,836	MA+60	\$77,081	\$77,081	1	\$2,245
Cornell	Miranda	1.00	BA+36	\$60,793	\$60,793	BA+48	\$62,009	\$62,009	1	\$1,216
Cushman	Rick	1.00	MA+15	\$67,315	\$67,315	MA+30	\$70,681	\$70,681	1	\$3,366
Dierks	Janna	1.00	MA+30	\$68,391	\$68,391	MA+45	\$71,810	\$71,810	1	\$3,420
Easton	Josh	1.00	BA+12	\$56,588	\$56,588	BA+24	\$59,134	\$59,134	1	\$2,546
Eiles	Karen	1.00	MA+15	\$67,937	\$67,937	MA+30	\$71,334	\$71,334	1	\$3,397
Gabriel	Jessica	1.00	BA	\$54,152	\$54,152	BA+12	\$56,589	\$56,589	1	\$2,437
Hanes	Matthew	1.00	BA	\$46,470	\$46,470	BA+12	\$48,561	\$48,561	1	\$2,091
Harmer	Brooke	1.00	BA+12	\$57,579	\$57,579	BA+24	\$60,170	\$60,170	1	\$2,591
Kroll	Lisa	1.00	BA+12	\$57,166	\$57,166	BA+24	\$59,738	\$59,738	1	\$2,572
Manka	Krystal	1.00	MA+30	\$68,810	\$68,810	MA+45	\$72,251	\$72,251	1	\$3,441
Neilly	Jennifer	1.00	BA+36	\$60,946	\$60,946	MA	\$62,775	\$62,775	2	\$1,828
Novak	Sarah	1.00	MA+60	\$76,787	\$76,787	MA+75	\$79,091	\$79,091	1	\$2,304
Schauf	Courtney	1.00	BA+12	\$50,989	\$50,989	BA+24	\$53,283	\$53,283	1	\$2,294
Schauf	Courtney	1.00	BA+24	\$53,283	\$53,283	BA+36	\$54,349	\$54,349	1	\$1,066
Soukup	Andrea	1.00	BA+36	\$56,541	\$56,541	MA	\$58,237	\$58,237	2	\$1,696
Stekl	Joan	1.00	BA+24	\$73,917	\$73,917	MA	\$77,613	\$77,613	2	\$3,696
Trout	Andrew	1.00	MA	\$59,421	\$59,421	MA+15	\$62,392	\$62,392	1	\$2,971
Trout	Andrew	1.00	MA+15	\$62,392	\$62,392	MA+30	\$65,512	\$65,512	1	\$3,120
				\$1,518,519	\$1,518,519		\$1,580,634	\$1,580,634		\$62,115
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-19-134 Annual Appointments – Board Members to Board Committees 2018-2019 School Year (Nancy Humbles)

As a representative of the Board of Education, Board members may occasionally serve as liaisons to committees or organizations outside of the school District for the purpose of reciprocal communication. The president, with Board consensus, appointed these liaisons.

The following appointments for the 2018-2019 School Year:

- ✚ Legislative Representative & IASB/Delegate Assembly – Director Anhalt
  - ✚ UEN Representative/Steering Committee – Director Borcharding
  - ✚ District Audit Committee – Director Borcharding
  - ✚ District Diversity Committee – Director Jacobo
  - ✚ CR Conference Board – Director Meisterling
  - ✚ SET Grant Program – Director Jacobo
  - ✚ SET Policy Committee – Director Humbles
- Information Item.



**BA-19-135 Agreement – Cedar Rapids Community School District and Project Lead The Way, Inc. for Data Sharing (Craig Barnum)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Project Lead the Way, Inc for Data Sharing.

**BA-19-136 Stipulation of Substitute Teacher Pay for 2018-2019 School Year (Linda Noggle)**

It was recommended the Board of Education approve the Stipulation of Substitute Teacher Pay for the 2018-2019 School Year including the salary rates for day-to-day and long-term substitute teachers.

**BA-19-137 Approval – Pierce and Nixon Elementary Schools 2018-2019 Roof Improvement Projects Bid Package 1 – Change Order #2 (Chris Gates)**

It was recommended that the Board of Education approve Change Order #2 to Advance Builders Corp. for the Pierce and Nixon Elementary Schools 2018-19 Roof Improvement Projects Bid Package 1.

**BA-19-138 Agreement – Cedar Rapids Community School District and Gallup, Incorporated (Adam Zimmerman)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Gallup Incorporated to collect hope and engagement from students in grades 5-12.

**BA-19-139 Resolution – Instructional Time Reporting in Hours vs. Days for the 2019-2020 School Year (Brad Buck)**

It was recommended that the Board of Education approve the Resolution for the Cedar Rapids Community School District to report instructional time in hours to the Iowa Department of Education for the 2019-2020 school year.

**BA-19-140 Final Approval –Viola Gibson Elementary School - Fire Alarm 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 – Viola Gibson Elementary School Fire Alarm Replacement Project.

**BA-19-141 Final Approval – Van Buren Elementary School- Roof Improvements Bid Package 2 – 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 –Van Buren Elementary School Roof Improvements Bid Package 2.

**BA-19-142 Agreement – Cedar Rapids Community School District and Base Training Solutions – 2018-2019 School Year (Rod Dooley/Stephanie Neff)**

It was recommended that the Board of Education approve the Agreement between Cedar Rapids Community School District and Base Training Solutions for the 2018-2019 School Year.

**BA-19-062/02 Revised Agreement – Cedar Rapids Community School District and Iowa State University Extension and Outreach Linn County (Rod Dooley/Stephanie Neff)**

It was recommended that the Board of Education approve the Revised Agreement between Cedar Rapids Community School District and Iowa State University Extension and Outreach Linn County for Nutrition Education.

**BA-19-143 Approval – School Improvement Advisory Committee Membership- 2018-2019 School Year (Noreen Bush)**

It was recommended that the Board of Education approve the School Improvement Advisory Committee Membership for the 2018-2019 school year.

**BA-19-144 Approval – EdLeader21 Professional Learning Community Annual Subscription (Noreen Bush)**

It was recommended that the Board of Education approve the EdLeader21 Professional Learning Community Annual Subscription for the period of November 1, 2018 –October 31, 2019.

**BA-19-145 Resolution for Depository Signatures (David Nicholson)**

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

**BA-19-146 Agreement- Cedar Rapids Community School District and Forecast 5 Analytics (David Nicholson)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Forecast 5 Analytics for financial forecasting services.

**BA-19-147 Agreement – Cedar Rapids Community School District and Kelly Services for Contract Recruiter (Linda Noggle)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Kelly Services for the service of a contract recruiter to be used in hard to fill roles: paras, transportation, and special services.

**BA-19-148 Agreement – Cedar Rapids Community School District and Nu Chi Lambda Education Foundation (NCLEF) of Alpha Phi Alpha Fraternity, Inc. for Data Sharing (Craig Barnum)**

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

**BA-19-149 Annual Appointment - Board’s Representatives for the Teacher Quality Committee - 2018-2019 School Year (Noreen Bush)**



It was recommended that the Board of Education approve the Annual Appointments of Noreen Bush, Eric Christenson, Kent Ryan, Linda Reysack, and Ryan Rydstrom as Board representative members of the Teacher Quality Committee for the 2018-2019 school year.

Following questions from the Board, Director Mary Meisterling moved and Director Rafael Jacobo seconded that the Board approve the Consent Agenda.

Record of the roll call vote for items **BA-19-000/06, BA-19-008/05, BA-19-009/06, BA-19-135, BA-19-136, BA-19-137, BA-19-138, BA-19-139, BA-19-140, BA-19-141, BA-19-142, BA-19-062/02, BA-19-143, BA-19-144, BA-19-145, BA-19-146, BA-19-147, BA-19-148, and BA-19-149** was: Ayes: Directors Borcharding, Humbles, Jacobo, Janssen, and Meisterling. Nays: None. Absent: Directors Anhalt and Lavery.

### LEARNING AND LEADERSHIP

#### **BA-19-150 McKinley Middle School Makerspace Team (Carlos Grant)**

McKinley Middle School showcased the new Makerspace and student news team. A makerspace is a collaborative work space for making, learning, exploring and sharing that uses high tech to no tech tools/materials.

Information of how the materials come from a variety of sources, how students have access to the materials during the school day including lunch and afterschool; as well as some of the projects completed were shared. All of the ideas for materials and projects have come from the students. Information Item.

### ADMINISTRATION

#### **BA-19-151 Update and Approval – 2019-2020 Physical Plant and Equipment Projects (Dave Nicholson/Jon Galbraith)**

Following a brief update on PPEL projects, it was recommended that the Board of Education approve the 2019-2020 Physical Plant and Equipment Levy (PPEL) Projects as recommended by the Administration and Master Facility Planning Oversight Committee.

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

### BOARD GOVERNANCE

#### **BA-19-098/03 Board Goals (Nancy Humbles)**

The Board reviewed proposed amendments to their Board Goals. Information Item.

#### **BA-19-152 Closed Session – Evaluation of Professional Competency in accordance with the Code of Iowa Section 21.5(1)(i) (Nancy Humbles)**

It was recommended that the Board of Education meet in Closed Session on Monday, October 8, 2018, for the purpose of the Evaluation of Professional Competency as provided by the Iowa Code Section 21.5(1)(i).

Director Mary Meisterling moved: "I move that the Board of Education hold a Closed Session on Monday, October 8, 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 Rafael Jacobo seconded the motion.

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

### **SCHOOL BOARD CALENDAR**

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

#### **2018 - OCTOBER**

Monday	Oct 8	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Wednesday	Oct 10	5:00 pm- 6:30 pm	SKOOLD!	Cedar Rapids Library Whipple Auditorium
Thursday	Oct 11	7:30 am- 8:30 am	CRCSD Community Coffee	NewBo City Market
Monday	Oct 22	5:30 pm	Board Work Session & Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW

#### **2018 - NOVEMBER**

Monday	Nov 22	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Wednesday	Nov 14		IASB Pre-Convention Workshops	Hy Vee Hall Des Moines
Wednesday	Nov 14		UEN Meetings	Marriott Des Moines
Thursday	Nov 15		IASB Annual Convention	Hy Vee Hall Des Moines
Thurs/Fri	Nov 22/23		Holiday	Offices Closed

The Board of Education recessed at 6:20 p.m.

The Board of Education went into Closed Session at 6:26 p.m.

The Board of Education adjourned the Closed Session at 6:43 p.m.

There being no further business, the Board President adjourned the meeting at 6:44 p.m.

By: Laurel Day, Board Secretary

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

By \_\_\_\_\_  
Nancy J. Humbles, Board President

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