



**CHARLES CITY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION**

Regular Meeting
Monday, October 26, 2020
6:15 PM

**Charles City High School
Library - Use North door entrance**

1 Comet Drive
Charles City, Iowa

The meeting will be held at the High School. Persons wanting to make comments are welcome to attend. The community can watch the school board meeting by attending in person or watching live at [Facebook.com/CharlesCityCSD](https://www.facebook.com/CharlesCityCSD).

1. Call to Order by Chairperson Roll Call

Josh Mack, President
Pat Rottinghaus, Vice President
Scott Dight
Missy Freund
Janiece Bergland
Cael Ruzicka, Student Board Member

2. Reading of the District Mission/Vision Statement by Director **Rottinghaus**

Our Mission: Regardless of who you are or what your story is, you can learn and be loved here.

Our Vision: Creating compassionate competent problem solvers.

Our Operating Principles: Information for one is information for all, no surprises, verify facts, think ahead, disagree (explain your thinking) and then commit

3. Approval of Agenda Action

4. Welcome Visitors: Public Comment

Equity and Achievement Culture and Climate Facilities and Infrastructure
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As we begin our agenda tonight, let me explain our process for public comment. On behalf of the board members, I invite any member of the audience to approach the microphone with comments about items of interest or concern. Please begin by stating your name and contact information. Please limit your comments to three (3) minutes so we can keep the meeting moving in a timely fashion and allow others an opportunity to speak as well as allowing the board to complete the agenda in a timely manner.

Comments from the public are not limited to items or topics on tonight's agenda, but they are limited to matters within the board's authority. Please understand that we as a board cannot discuss items not already on the agenda. Iowa's sunshine law prohibits us from having a discussion without the proper notice to all of the school district community that the issue would be discussed at tonight's board meeting.

Also, please remember you are making comments in a public meeting. Should you make comments that the subject of the comments considers to be inflammatory or libelous, you, as an individual, may be subject to legal action brought by the subject of your comments.

Thank you for your support of our school district.

5. Comments by Board Members and Superintendent Information

This agenda item provides a time to allow board members and the superintendent to share information with other directors and the public. Discussion of the information items or follow-up questions are not permitted by law.

6. Committee Reports Discussion

This agenda item provides committee chairpersons (listed below) the opportunity to give an oral (or written) report from their respective committee meetings. Fellow board members and the public may ask questions of the chairpersons afterward.

Committee	Chairperson	Report (Yes/No)
Facilities	Dight	No
Communications & Public Relations	Bergland	No
Finance	Mack	No
Negotiations & Compensation	Rottinghaus	Yes 10-16
Policy	Freund	No
Equity & Achievement	Rottinghaus	No
County Conference Board	Mack	No
SIAC	Supt Fisher	No
Job Shadowing Report	Board Members	No

Aligned with Strategic goals: Equity and Achievement; Culture and Climate, and Facilities and Infrastructure

7. COVID update Information

Superintendent Fisher will share information and provide an update on COVID.

Aligned with Strategic goals: Equity and Achievement, and Culture and Climate

8. School To You Presentation
Exhibit

David Voves, School to You coordinator, will present information on the School To You Program.

9. Policy 101 Educational philosophy, Mission, Vision of the School Action
Exhibit
- The Policy committee discussed adding the Mission and Vision statement to existing policy 101 on educational philosophy of the School District.
- The recommendation of the superintendent is:**
 “to approve the second reading of Board policy 101 Educational Philosophy, Mission, Vision of the School District as recommended.”
- Aligned with the Strategic goals: Equity and Achievement, Culture and Climate**
10. IASB Proposed Legislative Resolutions for 2021 Discussion/Action
Exhibit
- The Board will discuss the Iowa Association of School Boards (IASB) legislative resolutions for 2021, proposed by the LRC and IASB Board, and whether they want to propose a new or amended resolution. Director Dight will attend the IASB annual meeting and delegate assembly virtually and vote on the Districts behalf.
- The recommendation of the superintendent is:**
 “to approve the 2021 IASB legislative resolutions (option 1 as proposed by the IASB or option 2 as amended).”
- Aligned with the Strategic goals: Equity and Achievement, Culture and Climate**
11. Instructional Support Levy Information/Discuss
Exhibit
- Terri O’Brien, Director of Finance will lead discussion on how we have used instructional support levy funds in the past.
12. CCCESA Memorandum of Understanding -Voluntary Leave Donation Action
Exhibit
- The District proposes approval of the CCCESA Memorandum of Understanding for the creation of voluntary donations of sick and personal leave from one staff member to another. The CCCEA, teacher association, added this wording 1 year ago. The District wants to create equity between the two associations.
- The recommendation of the superintendent is:**
 “to approve the CCCESA Memorandum of Understanding dated 10/26/20 regarding the creation of voluntary sick and personal leave donations by staff members as recommended.”
- Aligned with Strategic goals: Equity and Achievement; Culture and Climate**
13. CCCESA Memorandum of Understanding - Cancellations Action
Exhibit
- This memorandum of understanding amends the number of employee hours forgiven when school is cancelled for students from two to three days. Any days missed beyond the three days may be made up so there is no loss of pay.
- The recommendation of the superintendent is:**
 “to approve the CCCESA Memorandum of Understanding amending section 4.2 (5) of the master contract from two days to three days.”
- Aligned with Strategic goals: Equity and Achievement; Culture and Climate**

14. District COVID Leave

Discussion

At the August 8, 2020 School Board meeting, the Board established a District COVID leave bank and donated 500 days to the bank to be used after an employee exhausts all other available leaves for long term COVID illnesses. The leave bank could be used by sick employees with long term COVID illnesses who have run out of their existing leave protections and to ensure there is an abundance of leave to protect employees.

Aligned with Strategic goals: Equity and Achievement; Culture and Climate

15. Consideration of Consent Agenda

Action

Approval of the Consent Agenda approves all of the agenda items listed under this heading without further discussion or review. Any board member may remove any item from the Consent Agenda and that item will be considered separately after the vote on the Consent Agenda. If Board members have questions about the items on the Consent Agenda, they should ask about them prior to the meeting or ask that the specific item for which they have a question be removed from the Consent Agenda.

The recommendation of the superintendent is:

“to approve the Consent Agenda items as listed below.”

a. Approval of Personnel: Resignations

Action

Name	Position	Date Effective

Administration recommends that the Board approve the personnel resignations.

b. Approval of Personnel: Appointments

Action

Name	Position	Amount	Start Date
Danielle Bonnstetter	Central Services - Office Assistant	\$10.00 /hr	10/27/20
Karleen Sickman	Girls Basketball Mentor Coach	\$3,000	11/9/20

Administration recommends that the Board approve the above personnel appointments, contingent upon completion of positive background checks. Also appointments are also contingent upon successfully completing the pre-employment/post-offer functional capacity physical assessment and having the Para Certification on file and any additional testing if required.

c. Approval of Personnel: Transfer

Action

Name	Old Position	New Position

Administration recommends that the Board approve the personnel transfer.

16. Big Ideas

Discussion

The Board will discuss big ideas from the meeting.

17. Correspondence/Miscellaneous

Information

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18. Important Upcoming Dates

Information

- October 30 Equity & Achievement Committee - 7:00 a.m zoom
- November 9 School Board meeting - 6:15 p.m. Charles City High School
- November 13 Finance Committee - 7:00 a.m. zoom
- November 17-19 IASB Annual School Board Convention
- November 23 School Board meeting - 6:15 p.m. Charles City High School

Workshop

19. Big Ideas

Discussion
Exhibit

Harry Heiligenthal, Iowa Association of School Boards, will meet with the Board virtually on Monday night, Oct. 26 for Board training on *How to Have Difficult Conversations with Grace*. It was published by the Texas Association of School Boards this year. It's a timely topic, especially given the times we find ourselves in these days. Board members were asked to read the article and come prepared to share two key insights they gleaned from it and/or a Ted Talk by Celeste Headlee, *10 Ways to Have Better Conversations*.

20. Adjournment