

Regular Meeting – June 22, 2020
Unapproved

The Charles City Board of Education met electronically in regular session on Monday, June 22, 2020. The meeting was open to the public by calling in at the zoom address and could be viewed at Facebook.com/CharlesCityCSD. The meeting was held electronically due to the heightened public health risks and the need to limit large gatherings during the COVID 19 outbreak. President Mack called the meeting to order at 6:15 p.m. Present: Board members Freund, Dight, Rottinghaus and Bergland. Absent: none. Staff members present included Superintendent Fisher, Board Secretary O'Brien and Communication Director DeVore. The peak electronic viewer count during the meeting was 36.

The Mission/Vision statement was read by Director Rottinghaus.

(Freund/Rottinghaus) to approve the agenda as presented. Motion carried 5-0.

There were no electronic public comments made during the meeting.

Superintendent Fisher reported District progress on the three Strategic goals: equity and achievement, culture and climate and facilities and infrastructure.

- We have been on the journey of equity, cultural competency, and social justice for two years. We are ready to move into our next phase this fall of aggressive education, equipping, and investing our staff and students to build stronger empathy and understanding in the areas of bias and oppression. Most of this will come this fall, but currently we are building some of the training teams and curriculum that will be necessary for this work to continue long term. Keep in mind, this is a movement, not a moment.
- At our July meeting, we will be having our Senior Leadership do presentations on their culture and climate work with our staff and the new steps in our metrics on student/parent culture and climate.
- The Main Street project is a new initiative of our school's environment and experience. We are training our people around this work.
- We have had celebrations for our Softball and Baseball fields opening.

Reports from the Finance Committee chair Mack and Negotiations and Compensation Committee chair Rottinghaus were received.

The public hearing on the 2019-20 flexibility funds expenditures was called to order. This is the time when anyone may speak to the Board in support of, or against, any portion of the public hearing on the resolution to expend funds from district's Flexibility Account. These funds, in the

amount of \$57,286.76 were unexpended and unobligated from Professional Development funds. There were no written or oral comments from the public. The public hearing was closed at 6:28 p.m.

(Dight/Freund) to approve the resolution to expend funds from district’s flexibility account for expenses listed in the amount of \$57,286.76 which were unexpended and unobligated from Professional Development as presented.

Washington Elementary	Furnish additional 2nd grade classroom	
\$ 6,788.18		
Washington Elementary	Furnish preschool classroom	\$ 2,906.50
Middle School	5th grade classroom library – Lucy Calkins	\$
4,174.70		
Middle School	6th & 7th grade – Big ideas math	
\$ 4,730.89		
High School	AP History Books	\$ 4,248.34
High School	Tool storage cage for wood shop	\$ 4,992.00
High School	Literature that is modernized, relevant & engaging	\$
1,271.00		
High School	Dust Collector system with new ducting	\$
5,620.66		
Building & Grounds	Football scoreboard repair	\$ 1,115.00
Communication	Seven radios & base station & antenna	
\$ 2,003.25		
Board of Education	Microphone for local channel audio	\$ 297.00
Board of Education	Consultant fee - community information	\$
6,250.00		
Public Relations	Beautification projects – districtwide	\$ 546.88
Technology	PowerSchool – Performance Matter set up	\$ 5,775.00
Superintendent	Research and Development projects	\$ 6,567.36
	Total	\$57,286.76

Motion carried 5-0.

Superintendent Fisher provided an update on the COVID plans. These plans are a fluid. We are 100% anticipating opening school on time. We have task forces working on safety, teaching and communication as it relates to our return to learn plans. Our one-time ESSER (COVID) funding of \$281,000 is intentionally being used for teaching and learning. We have a lot of choices. We are asking the community to follow social distancing guidelines. There is an Iowa Association of

School Boards (IASB) virtual conference on July 15th on “Leadership Through a Crisis: COVID-19 and Beyond”. Anyone interested should contact Superintendent Fisher or Lisa Miller administrative support.

Superintendent Fisher provided an update of the 2019-20 strategic goals and his year-end progress report card. New information, added after his mid-year January 2020 review, was identified in italics. The Board will consider this information when completing their Superintendent 2019-20 evaluation scheduled for July 20, 2020.

(Freund/Dight) to approve the 2020-21 other licensed staff contracts as listed. It was noted the TAP coordinator and Juvenile Court Liaison salaries are partially reimbursed from state funds. Motion carried 5-0.

(Bergland/Rottinghaus) to approve the 2020-21 senior leadership staff contracts as listed. Superintendent Fisher explained the changes in the Activities Director from an extended teaching contract to a senior leader contract and the salary adjustments made due to the transition from a principal and assistant principal model to a co-principal model at the Middle School. Neither of these changes resulted in additional expense. Motion carried 5-0.

(Rottinghaus/Freund) to approve the 2020-21 Administrative Support and Senior Leadership Team terms and conditions of employment and making the vacation carryover for administrative support retroactive to June 1, 2020 due to COVID as recommended. Superintendent Fisher explained some of the changes. Para educators will be given the option of payment of their wages over 12 months and new staff must remain in their positions 12 months before requesting a transfer. Motion carried 5-0.

(Freund/Dight) to approve the 2020-21 Employee, Communication, and Talent handbooks and the Staff Evaluation Policies and Procedures as recommended. Motion carried 5-0.

(Rottinghaus/Bergland) to approve the second reading of policy 407.6 Licensed Employee Early Retirement as recommended. To be eligible licensed staff and senior leaders must be 55 years of age and have 10 years of service in Charles City. There are two options for staff to choose from. Option 1, if notice is given by February 1st a year in advance of the year the employee intends to retire, the incentive is 50% of the employee salary. During the first year, 2021 retirements, the deadline for option 1 would be modified to November 1, 2020. Under option 2, if notice is given by February 1st the same year the employee plans to retire, the incentive is 25% of the employee salary. Motion carried 5-0.

(Dight/Rottinghaus) to approve a resolution allowing the carryover of \$17,800 unencumbered Middle School budget as of 6/30/20 as recommended. The Middle School is requesting this carryover after the COVID closure interrupted their plans. Motion carried 5-0.

(Freund/Rottinghaus) to approve the transfer of all but \$20,000 of the unused balance of Professional Development funds and all but \$20,000 of the unused Home School Assistance Program funds, as of 6/30/20. Effective with fiscal year 2018, a school district may authorize transfer of all or any portion of unexpended, unobligated amounts remaining at the end of the fiscal year from the following categorical fund to the flexibility account: Preschool foundation aid, professional development supplement and Home School Assistance Program (HSAP). HF 564 and HF 565 included language directing the Department to give deference to decisions of school districts' boards of directors, promote flexibility for school districts, and minimize intrusions into school district operations. The final transfer amount is pending payment of all bills, however will be approximately \$24,100 from professional development supplement and \$18,000 from HSAP.

The District has unexpended funds in Professional Development and HSAP. The transfer is being requested since we have more than adequate funding for professional development and HSAP, and:

- The school district has met all professional development requirements of Iowa Code chapter 284.
- The district has also met all statutory requirements for use of home school assistance program funding listed in Iowa Code 299A.12(2) and has funded all requests for services and materials from parents or guardians of students eligible to access the program.

Motion carried 5-0.

The Board was informed there will be a second accounts payable check run in June in order to pay as many bills as possible prior to fiscal year end. The Board will review these bill payments at their regular meeting in July.

(Rottinghaus/Freund) to approve the consent agenda as listed below.

- Approval of the resignation of Jon Marrs, bus driver, effective 6/15/20.
- Approval of the personnel appointment of Abby Wolf as High School Special Education Teacher at \$38,379 effective 8/13/20 contingent upon completion of positive background checks.
- Approval of the 2020-21 substitute teacher rate at \$110 per day which is the same rate as 2019-20.
- Approval of the cooperative agreement with Iowa State University to provide student teachers a place to participate in clinical experience.
- Iowa code requires the Board of Directors of each Area Education Agency to:

A. review and approve all transportation arrangements between districts in the agency and in all districts in the agency not operating high schools.

B. approve all bus routes outside the boundary of the district of the school operating buses.

With permission of the impacted district, a school district's bus may operate beyond its borders to:

A. reduce a road-related safety concern on a route

B. create a more efficient/direct route

C. transport special education students with established tuition in/out agreements

D. transport private school students

E. transport open-enrolled students

F. transport homeless students to district of origin

Administration recommends approval of 2020-21 transportation reciprocal agreements for all six permissible situations at a maximum limit of 2 miles with the following school districts: New Hampton, Osage, Riceville, and Rudd-Rockford-Marble.

Administration recommends approval of the 2020-21 transportation reciprocal agreement for letters A, B, C, D, E and F with a maximum limit of 1 mile with the Nashua-Plainfield Community School District.

Administration recommends approval of the 2020-21 transportation reciprocal agreement for letters C, E and F with a maximum limit of 2 miles with the North Butler Community School District. Further, no new students. Only those transported prior to 2017-18. This aligns with a change made by the North Butler CSD in the reciprocal agreement.

Motion carried 5-0.

The Board identified some of the Big Ideas that came out of the Board meeting.

- Return to Learn plans include many tasks.
- The first meeting after the approval of the new vision symbolically aligned with the approval of the new Early Retirement Policy.

In other miscellaneous items, President Mack stated the Board goal to achieve the IASB Better Boardmanship award is continuing. At the July meeting, the Board will discuss the IASB legislative priorities.

The Board discussed other important upcoming dates. The next regular Board meeting is scheduled for Monday, July 20, 2020.

President Mack adjourned the meeting at 7:32 p.m.

Approved

Joshua Mack, President

Terri O'Brien, Board Secretary