

# **OSKALOOSA COMMUNITY SCHOOL DISTRICT**

## **MEETING OF THE BOARD OF DIRECTORS**

**DECEMBER 14, 2018**

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The Board of Directors of the Oskaloosa Community School District met in special session at 12:00PM on Friday, December 14, 2018, in the Administration Board Room, 1800 North 3<sup>rd</sup> Street, Oskaloosa, Iowa.

### **BOARD MEMBERS PRESENT**

Present were Board members Shelly Herr, Sharma Parlett, Carl Drost, Erik Edgren, Amanda McGraw, Lynette Stream, and Kraig Van Hulzen.

### **OTHERS PRESENT**

Also present were Superintendent Mrs. Paula Wright, Leticia Kelderman, Bill Almond, Greg Life, Kevin Kelderman, and Chad Vink.

### **AGENDA**

President Herr called the meeting to order. Drost moved to approve the Agenda. Parlett seconded and all voted in favor.

### **CONDUCT EMPLOYMENT HEARING**

Herr opened the employment hearing for an employee. She asked the employee if he wished that the hearing be in closed session, and he declined.

Herr noted that the employee, Kevin Kelderman, would be assisted by Leticia Kelderman, and that the District would be represented by Mrs. Wright and Bill Almond.

Mrs. Wright provided exhibits to the Board and highlighted the parts of the documents that compiled the reasons for the discharge.

Kevin Kelderman and Leticia Kelderman then provided information surrounding the dates of attendance, including some medical reasons for the attendance issues. They also conveyed that the discharge might be associated to retaliation from a complaint Kelderman made against his supervisor. They also pointed out how the supervisor seemed to show a lack of concern for the employee.

The Board then inquired regarding employees punching in early, the complaint against the supervisor, the progressive discipline process, an April vacation day, a recent doctor's note, moving a security camera, possible stolen property, an untruthful power outage excuse, Board policies, and the timeline of violations.

Mrs. Wright concluded by recommending discharge and noting the reasons why.

Leticia Kelderman concluded by noting Mr. Almond's performance, as well as the use of medications and previous good work performance of Mr. Kelderman.

Herr closed the hearing at 12:40PM. Kevin Kelderman exited at that time.

### **CONSIDER EMPLOYMENT STATUS OF AN EMPLOYEE**

Herr opened the floor for deliberations on the recommendation for discharge.

Discussion ensued on giving ample opportunities to employees to correct themselves, employers needing to have employees be timely for things to work well, evidence being required for medical excuses, that the employee should have followed the correct procedures, and how no request for additional help was extended by the employee.

Drost moved to uphold the Superintendent's recommendation and terminate the employment of Kevin Kelderman effective immediately. Van Hulzen seconded and all voted in favor.

### **CONSIDER OPEN ENROLLMENT REQUEST**

Mrs. Wright presented the Board with a request for immediate open enrollment out and recommended denial due to tardiness of the request and insufficient rationale for otherwise honoring the request.

Drost moved to uphold the Superintendent's recommendation and deny the Open Enrollment Request for Merrick Gullion for the 2018-2019 school year. Parlett seconded and all voted in favor.

### **ADJOURNMENT**

President Herr adjourned the meeting at 12:54PM.

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Chad M. Vink, Board Secretary